



## Summary

### Main Features

#### NOTES

#### FORTHCOMING ISSUES

#### ISSUE (QUARTER)

October 2009  
January 2010  
April 2010

#### Release Date

2 October 2009  
8 January 2010  
1 April 2010

#### DATA CONTAINED IN THIS ISSUE

The statistics shown are the latest available at 22 June 2009. Data sources for the tables in this publication are listed in Appendix 1.

#### CHANGES IN THIS ISSUE

The average weekly earnings graph in the Labour Market Summary has been revised, with full-time ordinary time earnings replacing all employees total earnings.

The wage price index total hourly rates of pay excluding bonuses graph has been added to the Labour Market Summary.

Changes have been made to the key measures table. These include the addition of employment to population ratios, and the extended labour force underutilisation rate. Information on compensation of employees has been removed from the key measures table, but estimates are available in table 5.3.

The tables containing underutilisation data have been revised, and now include time series data for both state and territory (table 4.3 and 4.4) and age (table 4.5). As a result, table 4.5 and table 4.6 in the previous issue have been renumbered 4.6 and 4.7.

Finally, table 5.3 has been revised to include only data directly related to the labour market. Gross mixed income for household sector and gross domestic product (GDP) are no longer included.

#### ELECTRONIC PRODUCTS

The spreadsheets and data cubes referenced in this publication are available free of charge on the ABS website at <https://www.abs.gov.au> [Access to all ABS products & statistics - By Catalogue Number - 6. Labour Statistics and Prices].

#### INQUIRIES

For information about other Australian Bureau of Statistics (ABS) statistics and services, please refer to the back of this publication.

#### INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Labour Market Statistics Section on Canberra (02) 6252 7206.

## Labour statistics news

### LABOUR STATISTICS NEWS

#### LABOUR THEME PAGE

The ABS Labour Theme Page, available on the ABS web site, provides a guide to the range of ABS statistics on the labour market, as well as links to the latest data released. To find the Theme Page, go to <https://www.abs.gov.au> [Themes - People - Labour].

#### AUSTRALIAN JOURNAL OF LABOUR ECONOMICS THEMATIC ISSUE - CALL FOR ARTICLES BASED ON SEARS

In early 2010, the **Australian Journal of Labour Economics** (AJLE) will publish a thematic issue dedicated to articles exploiting the

expanded CURF from SEARS 2007. The analysis should be innovative and will be peer reviewed. The final selection lies with the editors of the AJLE. The deadline for submission of articles is the 31 August 2009. Articles should be submitted to [Boyd.Hunter@anu.edu.au](mailto:Boyd.Hunter@anu.edu.au) and [Nicholas.Biddle@anu.edu.au](mailto:Nicholas.Biddle@anu.edu.au).

## LABOUR FORCE SURVEY

On 13 May 2009, the Australian Statistician announced the full re-instatement of the Labour Force Survey sample. The December 2009 estimates, released in January 2010, will be the first under the fully re-instated sample.

## SURVEY OF JOB VACANCIES

On 13 May 2009, the Australian Statistician also announced the reinstatement of the Survey of Job Vacancies. The estimates for the November 2009 reference period will be the first under the re-instated survey.

## FORMS OF EMPLOYMENT SURVEY

Results from the November 2008 **Forms of Employment Survey** (FOES) were released on 12 June 2009. The FOES has been released annually since 2004, and prior to this in 2001 and 1998. The November 2008 FOES was redeveloped to better capture information regarding people who work as independent contractors, as well as to collect information on the use of labour hire firms/employment agencies. For more information see **Forms of Employment, Australia, November 2008** ([cat. no. 6359.0](#)), available free of charge on the ABS website <[www.abs.gov.au](http://www.abs.gov.au)>. A CURF for FOES is expected to be released in late 2009.

## EMPLOYEE EARNINGS AND HOURS 2008

Final results from the August 2008 **Survey of Employee Earnings and Hours** (EEH) were released on 17 June 2009 in **Employee Earnings and Hours, Australia, August 2008** ([cat. no. 6306.0](#)). The EEH survey collects information from a sample of employers about the earnings, hours paid for, and methods of setting pay and other characteristics of selected employees.

## RELEASE OF SURVEY OF EMPLOYEE EARNINGS AND HOURS 2006 CURF

The first CURF produced from the **Survey of Employee Earnings and Hours** (EEH) was released on 31 March 2009. The CURF, which was produced in respect of the May 2006 EEH survey, is available as an expanded CURF via the ABS Remote Access Data Laboratory (RADL). To access the CURF, see the CURF page on the ABS website, at <[www.abs.gov.au](http://www.abs.gov.au)>Services We Provide>CURF Microdata>Accessing CURF Microdata>.

## SUPPLEMENTARY SURVEYS ON LABOUR TOPICS

The Monthly Population Survey comprises the Labour Force Survey and a range of supplementary surveys, which provide detailed information on a range of topics. Results from surveys on labour-related topics recently released include: **Employee Earnings, Benefits and Trade Union Membership, Australia, August 2008** ([cat. no. 6310.0](#)); **Locations of Work, Australia, November 2008** ([cat. no. 6275.0](#)); and **Forms of Employment, Australia, November 2008** ([cat. no. 6359.0](#)).

## LABOUR FORCE UNDERUTILISATION

The Extended Labour Force Underutilisation Rate (ELFUR) data published in **Australian Labour Market Statistics** ([cat. no. 6105.0](#)) was previously released on an annual basis in respect of September. The ELFUR time series has now been released on an annual basis in respect of August. Information on this change is outlined in the technical report in this issue. In addition, the annual Volume Measures of Labour Underutilisation, also in respect of August, are expected to be released in the October 2009 issue of **Australian Labour Market Statistics** ([cat. no. 6105.0](#)).

## EMPLOYMENT TYPE

The employment type data cube, published in **Australian Labour Market Statistics** ([cat. no. 6105.0](#)), has been updated to include data for August 2008. Industry data are available for August 2008 on both an ANZSIC 1993 and ANZSIC 2006 basis. Occupation data are available for August 2008 on both an ASCO Second Edition and ANZSCO basis.

## RELEASE OF LABOUR STATISTICS NEWS

**Labour Statistics News** ([cat. no. 6106.0](#)) was released on 24 February 2009. Labour Statistics News will be released twice-yearly (in February and August) and is designed to provide users with insight into the ABS labour market program, and recent and upcoming statistical developments. Each issue will feature updates on current projects and recent highlights, articles and analysis on labour market issues, information on contacts in the ABS labour market area and other related information. To subscribe to the newsletter please email "subscribe" to [labour.statistics@abs.gov.au](mailto:labour.statistics@abs.gov.au), or you may access the newsletter directly at <[www.abs.gov.au](http://www.abs.gov.au)>.

## LABOUR FORCE SURVEY REGION MAPS

The ABS has developed maps which outline the boundaries of the new LFS sample design, which was implemented between November 2007 and June 2008. These maps have been released in conjunction with this issue of **Australian Labour Market Statistics** ([cat. no. 6105.0](#)) and are available as PDFs on the ABS website, at <[www.abs.gov.au](http://www.abs.gov.au)> [Statistics - By Catalogue Number - 6. Labour Statistics and Prices - 61. Labour statistics general]. The PDFs can be found under the 'Downloads' tab in **Australian Labour Market Statistics** ([cat. no. 6105.0](#)). Maps for previous LFS sample designs were released with the July 2004 issue of this publication.

## ABS EMAIL NOTIFICATION SERVICE

By subscribing to this free service, you will be kept informed via email of the latest releases of ABS products. To subscribe, follow the link from the ABS home page <<https://www.abs.gov.au>>, provide your email address, and select your topics of interest.

### Recent and Upcoming Statistical Releases

Release date/title of publication	Reference period	Catalogue number
June 2009		
ANZSCO - Australian and New Zealand Standard Occupations	2006, revision 1	1220.0
Australian Economic Indicators	(a)July 2009	1350.0
Australian Social Trends	(a)June 2009	4102.0
Business Indicators, Australia	March 2008	5676.0
Employee Earnings and Hours, Australia	August 2008	6306.0
Forms of Employment, Australia	November 2008	6359.0
Industrial Disputes, Australia	March quarter 2009	6321.0.55.001
Information Paper: Update on ANZSIC 2006 implementation for Labour Price Index	June 2009	6345.0.55.001
Labour Force, Australia	May 2009	6202.0
Labour Force, Australia - Detailed Delivery, Monthly	May 2009	6291.0.55.001
Labour Force, Australia - Detailed Delivery, Quarterly	May 2009	6291.0.55.003
July 2009		
Australian Economic Indicators	(a)August 2009	1350.0
Australian Labour Market Statistics	July 2009	6105.0
Labour Force, Australia	June 2009	6202.0
Labour Force, Australia - Detailed Delivery, Monthly	June 2009	6291.0.55.001
Labour Force, Australia; Labour Force Status and Other Characteristics of Families	June 2009	6224.0.55.001
Labour Force Survey and Employee Earnings, Benefits and Trade Union	August 2008	6202.0.30.001
Membership Survey, Basic and Expanded CURF, Australia		
Labour Force Survey and Employee Earnings, Benefits and Trade Union	August 2008	6202.0.30.002
Membership Survey, Basic and Expanded CURF, Technical Manual		
August 2009		
Australian Economic Indicators	(a)September 2009	1350.0
Average Weekly Earnings, Australia	May 2009	6302.0
Business Indicators, Australia	June 2008	5676.0
Labour Force, Australia	July 2009	6202.0
Labour Force, Australia - Detailed Delivery, Monthly	July 2009	6291.0.55.001
Labour Force Experience, Australia	February 2009	6206.0
Labour Price Index, Australia	June 2009	6345.0
Labour Statistics News	August 2009	6106.0
September 2009		
Australian Economic Indicators	(a)October 2009	1350.0
Australian Social Trends	September 2009	4102.0
Industrial Disputes, Australia	June quarter 2008	6321.0.55.001
Labour Force, Australia	August 2009	6202.0
Labour Force, Australia - Detailed Delivery, Monthly	August 2009	6291.0.55.001
Labour Force, Australia - Detailed Delivery, Quarterly	August 2009	6291.0.55.003
October 2009		
Australian Economic Indicators	(a)November 2009	1350.0
Australian Labour Market Statistics	October 2009	6105.0
Labour Force, Australia	September 2009	6202.0
Labour Force, Australia - Detailed Delivery, Monthly	September 2009	6291.0.55.001

(a) Refers to the issue of the publication, not the reference period.

## Labour Market Summary

### LABOUR MARKET SUMMARY

#### KEY MEASURES

Measure		Series type	Period	Current figure	% change from	
					Previous qtr(a)	Previous year(b)
Employed						
Persons	'000	Trend	May 09	10 788.1	-0.1	0.1
Full-time	'000	Trend	May 09	7 640.5	-0.4	-1.0
Part-time	'000	Trend	May 09	3 147.6	0.6	3.0
Part-time employment as a proportion of total employment	%	Trend	May 09	29.2	(c)0.2	(c)0.8
Employment to population ratio						
Males	%	Trend	May 09	67.9	(c)-0.6	(c)-1.8
Females	%	Trend	May 09	55.7	(c)0.0	(c)-0.2
Persons	%	Trend	May 09	61.7	(c)-0.3	(c)-1.0
Unemployed						
Persons	'000	Trend	May 09	654.9	10.9	39.8
Looking for full-time work	'000	Trend	May 09	478.8	13.4	50.8
Looking for part-time work	'000	Trend	May 09	176.1	4.4	16.7
Unemployment rate						
Persons	%	Trend	May 09	5.7	(c)0.5	(c)1.6
Long-term unemployment						
Persons	'000	Trend	May 09	83.5	7.6	18.6
As a proportion of total unemployment	%	Trend	May 09	12.7	(c)-0.4	(c)-2.3
Long-term unemployment rate	%	Trend	May 09	0.7	(c)0.0	(c)0.1
Quarterly labour underutilisation rates(d)						
Unemployment rate(e)	%	Trend	May 09	5.7	(c)0.5	(c)1.6
Underemployment rate	%	Trend	May 09	7.7	(c)0.5	(c)1.8
Labour force underutilisation rate(f)	%	Trend	May 09	13.4	(c)1.1	(c)3.4
Annual extended labour force underutilisation rate(d)	%	Original	Aug 08	10.8	.	(c)-0.4
Children living without an employed parent(g)	%	Original	Dec 08	13.0	(c)0.1	(c)0.2
Labour force participation rate						

Persons aged 15-64 years	%	Trend	May 09	76.7	(c)0.2	(c)0.1
Total	%	Trend	May 09	65.5	(c)0.1	(c)0.0
Actual hours worked						
Aggregate weekly hours	mill. hours	Original	May 09	363.5	-1.3	-2.1
Average weekly hours - Persons	hours	Original	May 09	33.7	-1.4	-2.5
Average weekly hours - Full-time	hours	Original	May 09	40.9	-0.5	-1.9
Average weekly hours - Part-time	hours	Original	May 09	16.6	-1.8	-1.9
Part-time workers						
Proportion who preferred to work more hours	%	Original	May 09	26.6	(c)-0.5	(c)4.2
Wage price index						
Total hourly rates of pay excluding bonuses	index no.	Trend	Mar qtr 2009	122.4	0.7	4.1
Average weekly earnings						
Full-time adult ordinary time earnings	\$	Trend	Feb 09	1 183.10	1.5	5.9
All employees total earnings	\$	Trend	Feb 09	918.50	1.0	4.2
Industrial disputes						
Working days lost	'000	Original	Mar qtr 2009	11.6	-62.7	-72.9
Working days lost per 1,000 employees	number	Original	Mar qtr 2009	1.2	-63.6	-73.3
Job vacancies(h)						
Australia	'000	Trend	May 2008	183.6	1.1	9.0

... not applicable

(a) Same period previous quarter (monthly data is presented for the middle month of each quarter).

(b) Same period previous year.

(c) Change is in percentage points.

(d) See the Glossary for further explanation of labour underutilisation rates.

(e) The quarterly unemployment rate is compiled using data collected in the quarter months and may differ slightly from the official monthly unemployment rate.

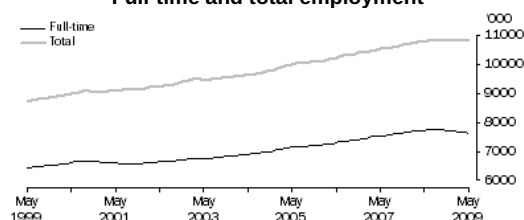
(f) Discrepancies may occur due to rounding.

(g) As a proportion of all children aged under 15 years. See the Explanatory Notes for information on family data.

(h) The May 2008 issue of **Job Vacancies, Australia** (cat. no. 6354.0) was the final issue for 2007-08. The survey will be reinstated in 2009-10.

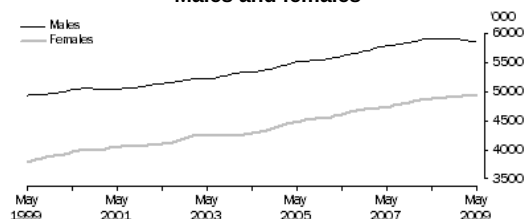
## EMPLOYMENT: TREND SERIES

Full-time and total employment



Sources: Labour Force Survey.

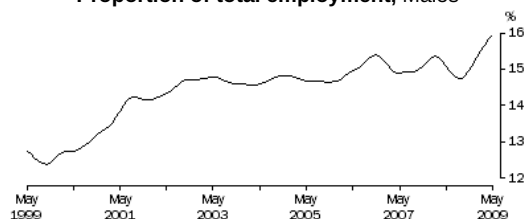
Males and females



Sources: Labour Force Survey.

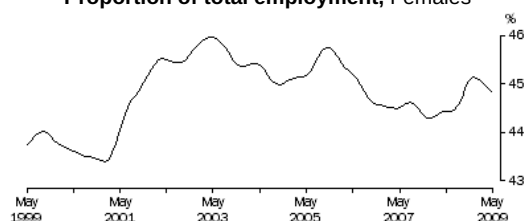
## PART-TIME EMPLOYMENT: TREND SERIES

Proportion of total employment, Males



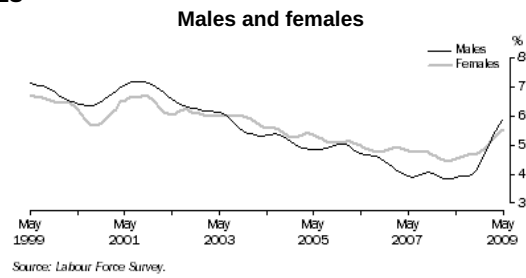
Sources: Labour Force Survey.

Proportion of total employment, Females

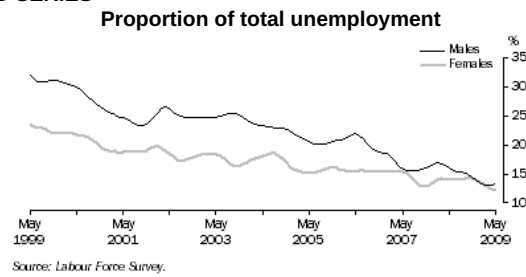


Sources: Labour Force Survey.

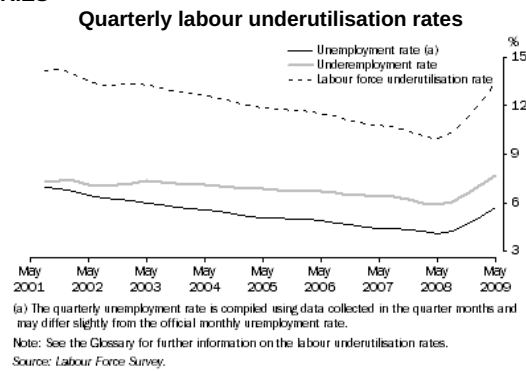
## UNEMPLOYMENT RATE: TREND SERIES



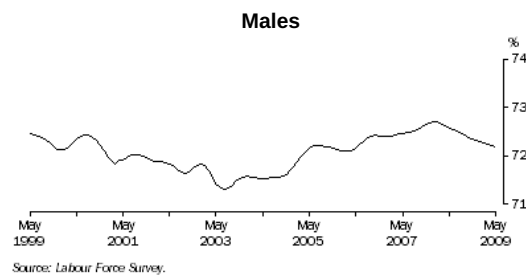
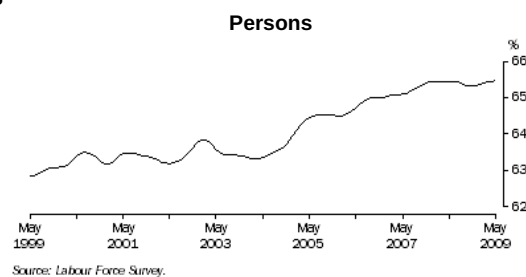
## LONG-TERM UNEMPLOYMENT: TREND SERIES



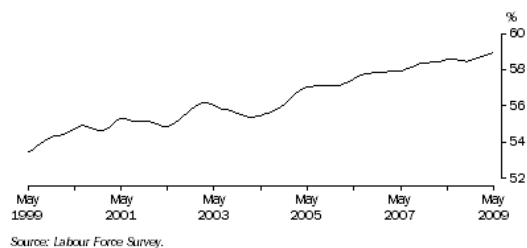
## UNDERUTILISED LABOUR: TREND SERIES



## PARTICIPATION RATE: TREND SERIES

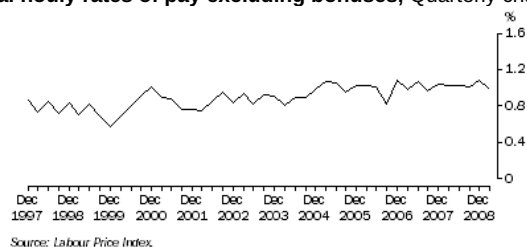


**Females**



## WAGE PRICE INDEX: TREND SERIES

Total hourly rates of pay excluding bonuses, Quarterly change



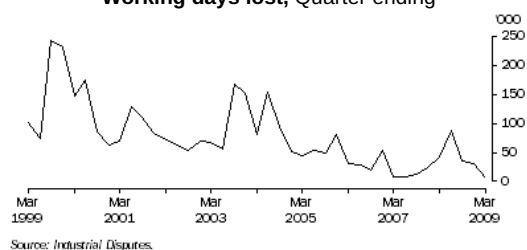
## AVERAGE WEEKLY EARNINGS: TREND SERIES

Full time adult ordinary time earnings, Level



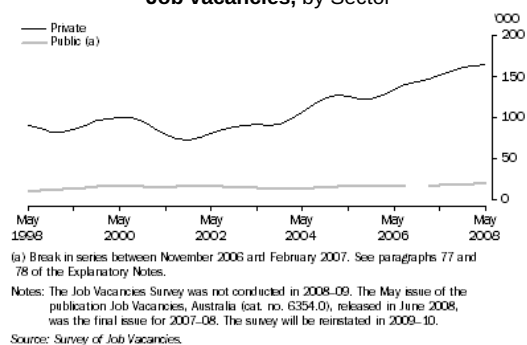
## INDUSTRIAL DISPUTES: ORIGINAL SERIES

Working days lost, Quarter ending



## JOB VACANCIES: TREND SERIES

Job vacancies, by Sector



## About this Release

This publication draws together labour statistics from a range of ABS household and business surveys, to provide an overall picture of the

labour market. The key purpose of this publication is to raise awareness of the data available, so that users will be able to use it more effectively.

It contains tables for core data items, presenting the most recent data available at a particular date (rather than relating to a particular reference period). It is also able to be used to announce the release of supplementary surveys and infrequent surveys. Note that, in addition to a brief article in this publication, these would also have separate releases, which would not be delayed by the release in this publication.

The publication is also used to release annual data on Indigenous labour force status, and annual supplementary measures of labour underutilisation. It includes a range of feature articles, both analytical and technical, which will assist users in understanding and interpreting the data and will also promote the range of data available from the ABS labour statistics program. It will be used to announce any changes to labour series or releases.

The publication contains brief explanatory notes, outlining each data source, but referring to the relevant releases, and to Labour Statistics: Concepts, Sources and Methods 6102.0.55.001, for more detail.

## Extended labour force underutilisation rate

### EXTENDED LABOUR FORCE UNDERUTILISATION RATE

#### INTRODUCTION

First released in 2002(end note 1), the ABS extended labour force underutilisation rate (ELFUR) provides the broadest measure of underutilised labour resources in Australia and has been published annually as a companion rate to the labour force underutilisation rate (LFUR).

The rationale behind the development of both the LFUR and the ELFUR was that no single measure, such as the unemployment rate, can fully capture the complexity of underutilisation in the labour market. The ABS therefore developed a number of supplementary measures of labour underutilisation, in order to better inform on the structure and dynamics of the labour market. These two measures were initially produced on an annual basis, in respect of September.

In the July 2008 issue of **Australian Labour Market Statistics (cat. no. 6105.0)** the ABS introduced, in the feature article 'Quarterly Labour Force Underutilisation Rate', a new quarterly LFUR to replace the annual LFUR. As noted in the article the new rate uses data from the Labour Force Survey (LFS), rather than data from both the LFS and the annual **Underemployed Workers (cat. no. 6265.0)**. Due to a range of factors, which are discussed more fully in that article, this resulted in higher estimates of the labour force underutilisation rate.

The purpose of this article is to detail changes that the ABS has made to the annual ELFUR measures. The changes have included three elements:

- to ensure consistency with the LFUR, the ELFUR estimates are now primarily sourced from the LFS.
- the reference period of the ELFUR has been changed from September to August, to align with a LFUR quarter month.
- the definition of discouraged job seekers has been expanded.

#### ELFUR ELEMENTS

The ELFUR is expressed as the sum of the unemployed and underemployed, and two marginally attached groups (people not in the labour force), as a proportion of the labour force augmented by the number of people in the two marginally attached groups.

The marginally attached groups currently included in the ELFUR are:

- Marginally attached group 1: people actively looking for work, not available to start in the reference week, but available to start within four weeks; and
- Marginally attached group 2: discouraged job seekers.(end note 2)

These two groups of persons with marginal attachment to the labour force are each close to satisfying the ABS and International Labour Organization criteria for unemployment. Those in the first group would meet the definition of unemployment if the availability criterion were relaxed; while those in the second group would be classified as unemployed if the looking for work criterion were relaxed for persons who have given up looking because they believe they cannot find a job.

#### ELFUR DATA SOURCE AND REFERENCE PERIOD

Most components included in the ELFUR are currently available from the LFS, with the exception of Marginally attached group 2. The only regular source for discouraged job seekers data is **Persons Not in the Labour Force (cat. no. 6220.0)**, which continues to be in respect of September. It is for this reason that the ABS has selected August as the new reference for the ELFUR, rather than February, May or November, due to its proximity to September.

For the purposes of compiling estimates as at August, the ABS has used the proportion of persons not in the labour force who are in Marginally attached group 2, from **Persons Not in the Labour Force (cat. no. 6220.0)** in September, and applied it to August LFS estimates of persons not in the labour force. This has enabled the ABS to create synthetic estimates for the Marginally attached group 2 population. Estimates on this basis have been compiled from August 1994 onwards.

Prior to the introduction of the new LFS questionnaire in April 2001 data for the Marginally attached group 1 population are also unavailable, and a similar methodology has been used for this group, to create estimates of the Marginally attached group 1 for August reference periods from 1994 to 2000.

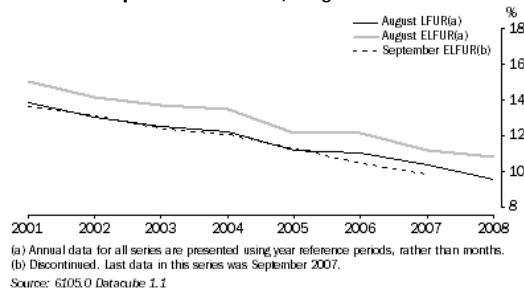
#### DISCOURAGED JOB SEEKERS

An additional change has also been made to a component of the ELFUR. In 2008 the ABS undertook an assessment of the categories that are considered to be labour market reasons for not actively looking for work for those people who want to work and are available to start within four weeks, which constitutes the definition of a discouraged job seeker. The reported reason of 'no jobs in suitable hours' was previously not considered a labour market reason, but this has now been changed. As with people who report that there are 'no jobs in locality or line of work', those who report that there are 'no jobs in suitable hours' are also now considered discouraged job seekers, as the labour market is unable to provide a job which satisfies a relatively basic requirement.

This expansion of the definition of discouraged job seekers has now been applied to the ELFUR time series, from 1994 onwards, and will also be reflected in the 2009 results in **Persons Not in the Labour Force (cat. no. 6220.0)**. The effect on the ELFUR is minimal, since the population is relatively small. For instance, in September 2008, 7,600 people indicated that they were not actively looking due to 'no jobs in suitable hours', compared to the 79,300 people who were classified as discouraged job seekers using the previous definition.

## COMPARISON OF RATES

### 1. Comparison of rates, Original - 2001-2008



## RELATED RELEASES

A number of recent articles providing further analysis of labour underutilisation are available as follows:

- an article in the May 2009 issue of **Labour Force, Australia (cat. no. 6202.0)**.
- the feature article, 'Historical labour underutilisation', providing an analysis of historical underutilisation, which can also be found in this issue (July 2009) of **Australian Labour Market Statistics (cat. no. 6105.0)**.
- the feature article, 'Labour underutilisation in the economic downturn', providing an analysis of the changes in components of underutilisation from February 2009 to May 2009, which can also be found in this issue (July 2009) of **Australian Labour Market Statistics (cat. no. 6105.0)**.
- the feature article, 'Quarterly Labour Force Underutilisation Rate', published in the July 2008 issue of **Australian Labour Market Statistics (cat. no. 6105.0)**.

## FURTHER INFORMATION

For further information, please contact Bjorn Jarvis (ph (02) 6252 6552 or email <bjorn.jarvis@abs.gov.au>).

## END NOTES

1. Released in the information paper **Measures of Labour Underutilisation, 2002 (cat. no. 6296.0)**.
2. As of this release, discouraged job seekers includes those people with marginal attachment to the labour force who wanted to work and were available to start work within the next four weeks but whose main reason for not actively looking for work was that they believed they would not find a job for any of the following reasons:
  - considered to be too young by employers
  - considered to be too old by employers
  - lacked necessary schooling, training, skills or experience
  - difficulties because of language or ethnic background
  - no jobs in their locality or line of work
  - no jobs available at all
  - no jobs in suitable hours.

## Historical labour underutilisation

### HISTORICAL LABOUR UNDERUTILISATION

#### INTRODUCTION

The extent to which available labour is underutilised is of interest from a number of perspectives. From an economic perspective, there is interest in the amount of spare capacity in the labour supply and its potential to contribute to the production of goods and services. From a social viewpoint, there is concern that people whose aspirations for work are not being met may suffer financially, personally and socially.

The ABS has a number of indicators which measure labour underutilisation. These include:



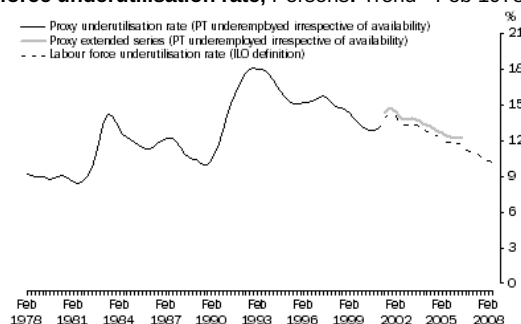
- monthly unemployment rate
- quarterly unemployment and underemployment rates
- quarterly labour force underutilisation rate
- annual extended labour force underutilisation rate
- annual volume measures of underutilisation

This article provides analysis of the quarterly labour force underutilisation rate, and its components - the quarterly unemployment and underemployment rates. The labour force underutilisation rate provides a measure of the level of available, but unused, labour within the labour force. It is the sum of the number of people unemployed and the number underemployed, expressed as a proportion of the labour force, or alternatively as the sum of the unemployment rate and the underemployment rate.

Data on part-time workers preferring more hours and full-time workers on reduced hours have been collected in the Labour Force Survey (LFS) since February 1978. While this provided a proxy measure of the number of underemployed part-time workers information on their availability to work more hours was not available. However, changes to the LFS in 2001 and 2003, have enabled a more precise measure of underemployment, and hence underutilisation, consistent with the international standard, as defined by the International Labour Organisation (ILO). The two series (the proxy series available from February 1978 to February 2001, and the labour force underutilisation rate based on the ILO definition available from May 2001 onwards) are nonetheless closely related, and for the purpose of time series analysis can be used together to provide a historical perspective on underutilisation in Australia. The difference between the two series is discussed in more detail in the feature article 'Quarterly Labour Force Underutilisation Rate', published in the July 2008 issue of **Australian Labour Market Statistics** (cat. no. 6105.0).

Graph 1, also published in the feature article referred to above, illustrates the break in series that occurred in the quarterly data between February 2001 and May 2001. It is clear from the graph that the difference between the current series (from May 2001) and the historical proxy series (February 1978 to February 2001) is relatively minor. For the purposes of clarity, however, the underutilisation data used in the graphs in this article are shown with the break in series.

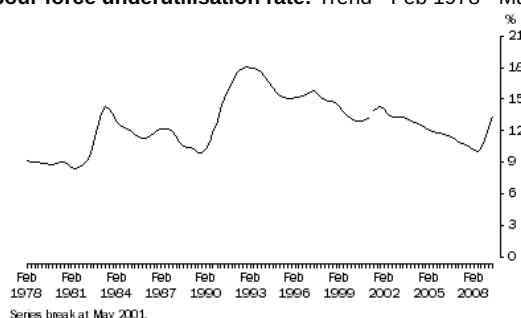
**1. Labour force underutilisation rate, Persons: Trend - Feb 1978 - May 2008**



## HISTORICAL PERSPECTIVE ON UNDERUTILISATION

The trend historical labour force underutilisation rate clearly shows a number of periods in which underutilisation has been an increasing or decreasing concern for the labour market, and these closely align with the peaks and troughs of the economic cycle. Graph 2 particularly emphasises the relatively steep increase in the early 1980s and then in the early 1990s, with indications that the early stages of a similar trend are currently being observed in the first half of 2009.

**2. Labour force underutilisation rate: Trend - Feb 1978 - May 2009**



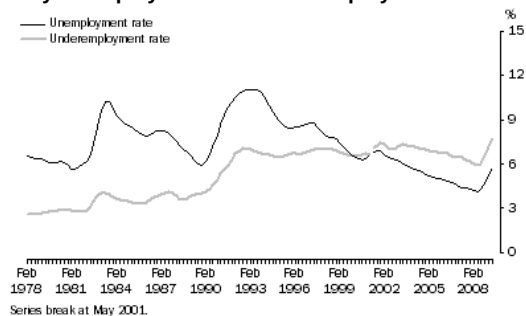
Over the past 30 years, the trend labour force underutilisation rate has fluctuated between a historical low of 8.4% (in May 1981) and a historical high of 18% (in November 1992). Since the high of November 1992 the rate generally decreased to the recent low of 10% in May 2008 and has since risen to 13.4% in May 2009.

## THE COMPONENTS OF UNDERUTILISATION

In order to better understand the historical trends in underutilisation it is useful to analyse the trends seen in the two component rates, that is the unemployment rate and the underemployment rate. A number of trends have been observed in these series, shown in Graph 3, which in part reflect the changing working arrangements within the labour market, such as the increase in the proportion of people working part-time, which has contributed to the general increase in underemployment.

At the start of the period, underemployment was less of an issue than unemployment. However, by the 1999/2000 financial year the rates had converged, and since May 2001 the underemployment rate has consistently been higher than the unemployment rate. In the recent May 2001 to August 2007 period, which saw a period of expansion in the economy, the unemployment rate decreased at a noticeably faster rate than the underemployment rate.

### 3. Component rates: Quarterly unemployment and underemployment rates: Trend - Feb 1978 - May 2009



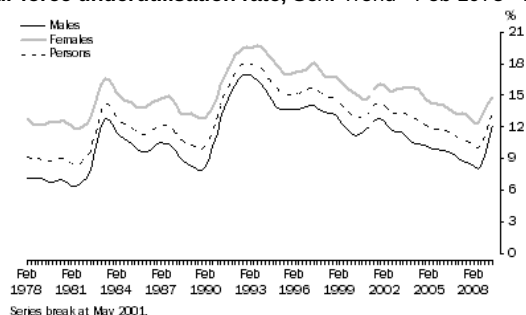
From 6.5% in February 1978, the quarterly trend unemployment rate remained generally steady until May 1981, at which point it increased over 2 years from 5.6% to 10.2% in May 1983. After falling to 5.9% in November 1989, the rate then rose to a historical high of 11% in May 1993. From May 1993 the rate generally decreased to a historical low of 4.1% in May 2008, and has since risen to 5.7% in May 2009.

In contrast, the trend underemployment rate increased from 2.6% in February 1978 to 7.1% in August 1992. From August 1992 until the high of 7.4% in November 2001 the rate remained relatively steady. From November 2001 the rate decreased to 5.9% in May 2008, and has since risen to the historical high of 7.7% in May 2009.

### UNDERUTILISATION BY SEX

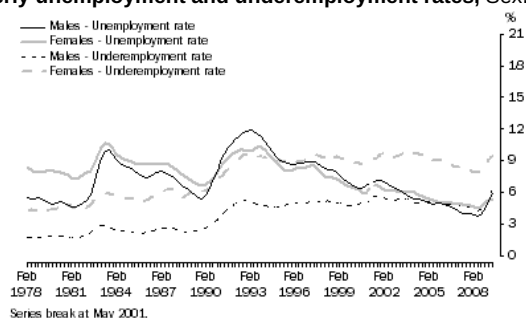
Since the series commenced in February 1978 the trend labour force underutilisation rate for females has been consistently higher than for males. The difference, as seen in graph 4, was most pronounced in November 1980, with a different of 5.7 percentage points (12.4% for females and 6.6% for males), and least pronounced in November 1992, with a difference of 2.6 percentage points (19.6% and 17%). The average difference between the rates between February 1978 and May 2009 was 4.1 percentage points. In May 2009, the difference is 2.7 percentage points.

### 4. Labour force underutilisation rate, Sex: Trend - Feb 1978 - May 2009



Analysis of the difference in trend labour force underutilisation rates over time reveals that most of the difference between the rates for males and females is a result of the different levels of underemployment for these two groups. Graph 5 reveals that the female trend underemployment rate has been on average 3.7 percentage points higher than the rate for males. This is largely explained by the greater participation in part-time employment by women relative to men, since the majority of underemployed people are employed part-time. During the period an average of 41% of employed women were employed part-time, compared to just 10% of men (trend).

### 5. Component rates: Quarterly unemployment and underemployment rates, Sex: Trend - Feb 1978 - May 2009

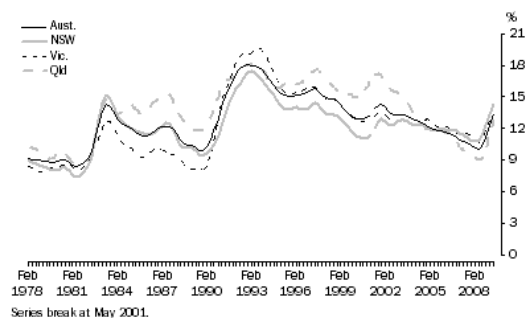


### UNDERUTILISATION BY STATE

In May 2009, NSW had the highest labour force underutilisation rate (14.3%), followed by Victoria (14.2%), while the Northern Territory had the lowest (6.9%).

Graph 6 presents the trend labour force underutilisation rates from February 1978 for the three most populous states. During the economic downturn of the early 1980s the New South Wales rate peaked at a higher level than the rate for Australia, while this was the case for Victoria in the early 1990s, during the second major economic downturn. Since August 2004 the Queensland rate has generally been lower than the rate for Australia.

### 6. Labour force underutilisation rate, NSW, Vic., and Qld: Trend - Feb 1978 - May 2009



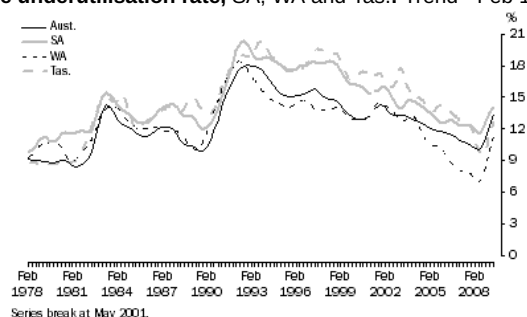
In New South Wales over the past 30 years, the trend labour force underutilisation rate has fluctuated between a historical low of 7.4% (in May 1981) and a historical high of 17.4% in February 1993. Since then the rate generally decreased to a recent low of 10.7% in February 2008, but has subsequently risen to 14.3% in May 2009.

The Victorian trend labour force underutilisation rate has fluctuated between a historical low of 7.9% (in February 1979) and a historical high of 19.6% (in August 1993) over the past 30 years. Since the historical high of August 1993 the rate generally decreased to a recent low of 10.7% in May 2008, but has since risen to 14.2% in May 2009.

For Queensland, over the same period, the trend labour force underutilisation rate has fluctuated between a historical low of 8.6% (in May 1981) and a historical high of 18.1% (in November 1992). For the periods 1978 to 1991 and 1994 to 2003 the underutilisation rate in Queensland was generally higher than the national rate. Since the historical high of November 1992 the rate decreased to a recent low of 9% in May 2008, but has since risen to 12.8% in May 2009.

Graph 7 presents the trend labour force underutilisation rates for the three least populous states. The rates for South Australia and Tasmania have generally been greater than the rate for Australia, particularly during the 1990s. Earlier in the period this was also true for Western Australia, but since November 1992 the rate for this state has generally been lower, especially in recent years, reflecting the economic growth experienced in WA during the period.

#### 7. Labour force underutilisation rate, SA, WA and Tas.: Trend - Feb 1978 - May 2009



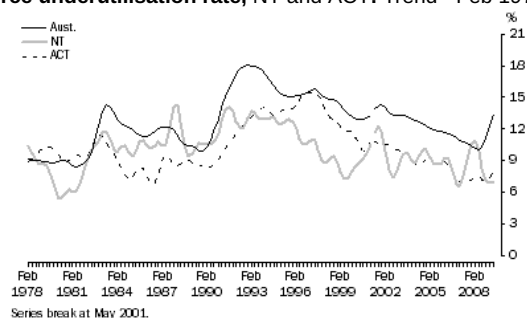
In South Australia over the past 30 years, the trend labour force underutilisation rate has fluctuated between a historical low of 9.8% (in February 1978) and a historical high of 20.4% (in August 1992). Since the high of August 1992 the rate generally decreased to a recent low of 11.6% in May 2008, but has since risen to 14.1% in May 2009.

The Western Australian trend labour force underutilisation rate has fluctuated between an initial low of 9% (in February 1981) and a high of 18.4% (in May 1992) over the past 30 years. Since the historical high of May 1992 the rate generally decreased to a historical low of 7.0% in May 2008, but has since risen to stand at 11.3% in May 2009.

In Tasmania over the same period, the trend labour force underutilisation rate has fluctuated between a historical low of 8.6% (in February 1979) and a historical high of 20.4% (in November 1993). Since the high of November 1993 the rate generally decreased to a recent low of 9.5% in August 2008, but has subsequently risen to 12.6% in May 2009.

Graph 8 presents the trend labour force underutilisation rates for the two territories. The rates for both the Northern Territory and the Australian Capital Territory have generally been much lower than the rate for Australia, particularly since 1990.

#### 8. Labour force underutilisation rate, NT and ACT: Trend - Feb 1978 - May 2009



The Northern Territory trend labour force underutilisation rate has fluctuated over the past 30 years between a historical low of 5.4% (in February 1980) and a historical high of 14.3% (in February 1988). The rate has recently decreased to 6.9% in February and May 2009.

In the Australian Capital Territory over the past 30 years, the trend labour force underutilisation rate has fluctuated between an early low of 6.8% (in May 1986) and a historical high of 15.4% (in February 1997). Since the historical high of February 1997 the rate generally decreased to a historical low of 6.8% in May 2007, but has since increased to 7.8% in May 2009.

## RELATED RELEASES

A number of recent articles providing further analysis of labour underutilisation time series are available as follows:

- an article in the May 2009 issue of **Labour Force, Australia** ([cat. no. 6202.0](#)).
- the feature article, 'Labour underutilisation in the economic downturn', providing an analysis of the changes in components of underutilisation from February 2009 to May 2009, which can also be found in this issue (July 2009) of **Australian Labour Market Statistics** ([cat. no. 6105.0](#))
- the feature article, 'Quarterly Labour Force Underutilisation Rate', published in the July 2008 issue of **Australian Labour Market Statistics** ([cat. no. 6105.0](#)).

## FURTHER INFORMATION

For further information, please contact Bjorn Jarvis (ph (02) 6252 6552 or email [<bjorn.jarvis@abs.gov.au>](mailto:bjorn.jarvis@abs.gov.au)).

# Independent Contractors

## INDEPENDENT CONTRACTORS

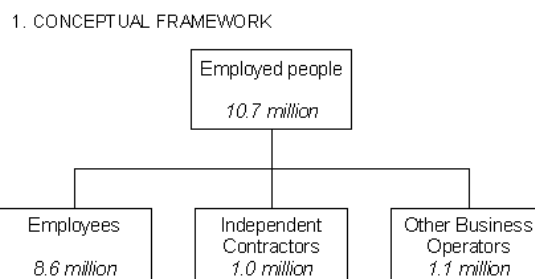
### INTRODUCTION

In recent years, changes in the nature of employment relationships, changes to workplace relations laws, and the introduction of the **Independent Contractors Act 2006**, have resulted in an increased interest in the extent of independent contracting, and the working conditions of independent contractors. In light of this interest, the ABS reviewed its annual Forms of Employment Survey (FOES), revising the existing FOES concepts relating to 'contract work' to more precisely identify the group of employed people who work as independent contractors. These changes are reflected in the November 2008 FOES, which was released on 12 June 2009 (for more information see **Forms of Employment, Australia, November 2008** ([cat. no. 6359.0](#))).

Independent contractors are sometimes referred to as consultants or freelancers. The term 'contractors' is also frequently used, however this is a broad term that is often used to describe people with a variety of forms of employment, for example, not only true independent contractors, but also employees engaged in short-term or fixed-term work, often engaged through a third-party (e.g. a labour hire firm/employment agency). The FOES measure of independent contractors refers to people who are not employees, but who may be operating in a similar manner to employees.

In FOES, independent contractors are defined as those who operate their own business and who contract to perform services for others without having the legal status of an employee, that is, they are engaged by a client under a commercial contract, rather than as an employee under an employment contract. Thus, independent contractors have the same rights as their clients under common law to control the terms of the contract (end note 1).

FOES also identifies two other groups of employed people: employees; and other business operators. Employees are those who work for a public or private employer and receive remuneration in wages or salary. They are engaged under a contract of service (an employment contract) and take directions directly from their employer on how the work is performed. Other business operators are employed people who operate their own business but are not operating as independent contractors. They are distinguished from independent contractors in that they generally generate their income from managing their staff or from selling goods or services to the public, rather than providing a labour service directly to a client.



## OVERVIEW

In November 2008 there were 10.7 million employed people aged 15 years and over in Australia. Of these, 1 million were independent contractors in their main job, making up 9% of employed people. A further 8.6 million people (81%) were employees (end note 2) in their main job, while 1.1 million (10%) were other business operators in their main job. A further 100,000 employed people who were multiple job holders and who were not independent contractors in their main job were independent contractors in their second job, therefore the total number of employed people working as independent contractors in November 2008 was 1.1 million, or 10% of all employed. While employed people may be independent contractors in their main job or second job, the remainder of this article focuses on those employed people who were independent contractors in their main job.

## AGE AND SEX

Men were more likely to be independent contractors, with 12% of employed men working as independent contractors in their main job, compared with 5% of women, and across all age groups there were proportionally more men who were independent contractors than women. Consequently, men made up the majority of independent contractors (75%). Around half of independent contractors (50% of men and 58% of women) were aged 35-54 years.

## 2. Independent Contractors, Proportion within each age group - by Sex

Age	Males		Females		Persons	
	'000	%	'000	%	'000	%
15-24	41.1	4.4	11.4	1.3	52.5	2.9
25-34	134.3	10.3	36.6	3.6	170.9	7.3
35-44	180.2	13.3	75.2	6.7	255.3	10.3
45-54	185.7	14.7	63.8	5.8	249.5	10.6
55-64	141.8	17.5	43.1	7.2	184.9	13.1
65 and over	44.0	24.3	*10.0	11.7	54.0	20.3
Total	727.0	12.4	240.1	5.0	967.1	9.1

\* estimate is subject to sampling variability too high for most practical purposes  
Source: Forms of Employment, Australia, November 2008 (cat. no. 6359.0).

The proportion of independent contractors increases with age, with just 3% of 15-24 year old employed people working as independent contractors, compared with 20% of those aged 65 years and over. This indicates that once people pass the traditional retirement age, they may move from being in employee positions to operating their own businesses, for example, as consultants. This may be due to their ability as independent contractors to choose the hours and conditions under which they work, particularly as part of a transition to retirement.

## OCCUPATION AND INDUSTRY

Male independent contractors were most likely to be Technicians and trades workers, with over one third (36%) employed in this occupation. In comparison, 24% of the total male employed population were Technicians and trade workers. Female independent contractors were more likely to be Professionals, with 32% of female independent contractors working in this occupation, compared with 24% of the total female employed population who were employed as Professionals.

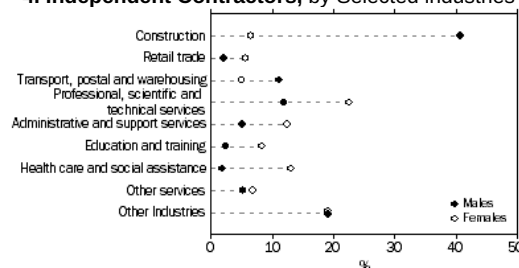
### 3. Independent Contractors, by Occupation



\* Female Machinery operators and drivers had an RSE greater than 25%  
Source: Forms of Employment, Australia, November 2008 (cat. no. 6359.0).

Male independent contractors were most likely to be found operating their business in the Construction industry, with over two fifths (41%) working in that industry. Almost two thirds (62%) of these men were employed as Technicians and trade workers, and a further 17% as Labourers. The highest proportion of female independent contractors was found in the Professional, scientific and technical services (23%) industry, with over half (52%) of these women working as Professionals and over one third (34%) working as Clerical and administrative workers. It should be noted that the industry of independent contractors reflects the industry of the independent contractors' business rather than the industry of their client.

### 4. Independent Contractors, by Selected industries

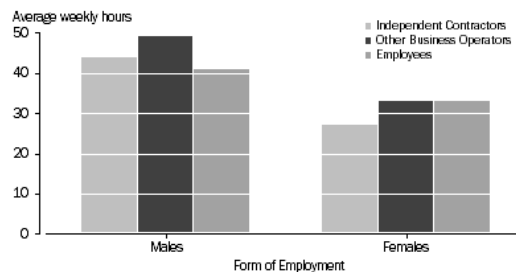


Source: Forms of Employment, Australia, November 2008 (cat. no. 6359.0).

## HOURS WORKED

The working hours of independent contractors in their main job varied from other forms of employment. The average usual hours worked by male independent contractors was 44 hours per week, which was higher than that of employees (41 hours), but lower than that of male other business operators (49 hours). Female independent contractors, however, worked fewer hours (27 hours) than both female employees and other business operators (both 33 hours).

## 5. Average weekly hours, by Form of employment



Sources: Forms of Employment, Australia, November 2008 (cat. no. 6359.0).

People who operate their own business tend to work longer hours than those who are employees. Over one third (36%) of male independent contractors and over half (53%) of other business operators usually worked 49 hours or more, compared with just 18% of employees. Like men, female other business operators were most likely to work longer hours, with over one fifth (21%) usually working 49 hours or more per week.

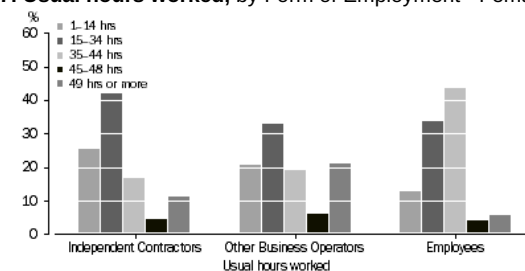
A higher proportion of male independent contractors usually worked part-time hours, with over one fifth (22%) usually working less than 35 hours per week, compared with 16% of male employees, and 13% of male other business operators. In comparison, over two thirds (67%) of women who were independent contractors in their main job worked part-time hours. Female employees and other business operators were less likely to work part-time hours, with around half of each group (47% and 53%, respectively) usually working less than 35 hours per week.

#### 6. Usual hours worked, by Form of Employment - Males



Sources: Forms of Employment, Australia, November 2008 (cat. no. 6359.0).

#### 7. Usual hours worked, by Form of Employment - Females

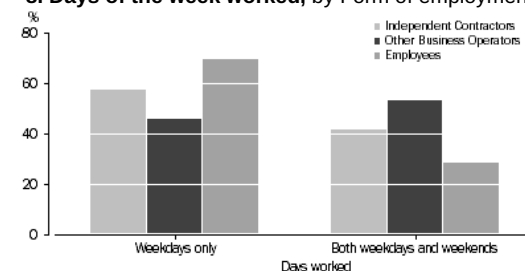


Sources: Forms of Employment, Australia, November 2008 (cat. no. 6359.0).

### WORKING PATTERNS

The days on which independent contractors worked varied from those engaged in other forms of employment. Over half (55%) of male independent contractors worked weekdays only. In contrast, over two thirds (69%) of employees and less than half (43%) of other business operators worked weekdays only. Female independent contractors were more likely than male independent contractors to work on weekdays only, with two thirds (66%) working only on weekdays. Like men, a large proportion (70%) of female employees worked weekdays only, while about half (51%) of other business operators worked weekdays only.

#### 8. Days of the week worked, by Form of employment



Sources: Forms of Employment, Australia, November 2008 (cat. no. 6359.0).

Independent contractors, as well as other business operators, were more likely to have some say in their start and finish times (84% and 89%, respectively) than employees (41%).

## BUSINESS OPERATION

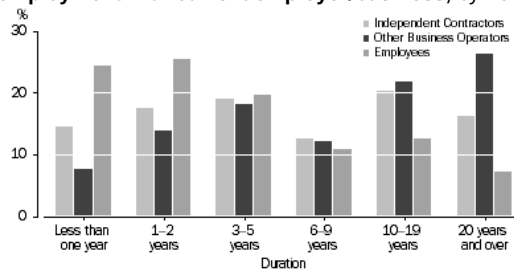
A small proportion of independent contractors utilised a third party to obtain work, with 2% having found their current job through a labour hire firm/employment agency, compared with 5% of employees. Of independent contractors, 4% were currently registered with a labour hire firm/employment agency in the reference week, compared to 7% of employees.

Almost two thirds (62%) of independent contractors reported that they had authority over their working procedures. Of those who reported not having authority over their working procedures, 30% reported that it was their supervisor who had that control, while a further 28% reported that it was the client contracted to. Independent contractors tended to be responsible for organising their own financial protection. Around four fifths of independent contractors organised their own liability insurance (87%), superannuation (90%), and workers compensation (85%).

Over three quarters (78%) of independent contractors did not have employees. Of the 22% of independent contractors who did have employees, most (90%) had less than 10 employees.

The average duration of employment in their current business for independent contractors was 6 years. Over one third (36%) of independent contractors had been working in their current business for over 10 years. In comparison, 48% of other business operators had been operating their business for over 10 years, while 20% of employees had had 10 years continuous duration of employment with their current employer.

9. Duration of employment with current employer/business, by Form of Employment



Sources: Forms of Employment, Australia, November 2008 (cat. no. 6359.0).

Most independent contractors were able to work for multiple clients, with 73% reporting that they were usually able to work on more than one active contract. Despite this, only 46% of independent contractors had more than one active contract in the reference week, suggesting that for many independent contractors, working on one contract at a time may be preferable or provides sufficient income.

Almost two thirds (65%) of independent contractors were able to sub contract their own work. For those independent contractors who could not, the 'Nature of the work' was the main reason for not being able to sub contract their work, with almost two thirds (62%) of independent contractors reporting this reason, followed by 'Part of contract/conditions' (23%).

## FURTHER INFORMATION

For further information about the Forms of Employment Survey, see **Forms of Employment, Australia, November 2008** (cat. no. 6359.0). This publication is available free of charge on the ABS website <[www.abs.gov.au](http://www.abs.gov.au)>.

For further information about the information presented in this article, please contact Penny Boyd in Canberra on (02) 6252 5884 or email <[penny.boyd@abs.gov.au](mailto:penny.boyd@abs.gov.au)>.

## END NOTES

1. Phillips, K., 2008, Independence and the Death of Employment, Connor Court Publishing Pty Ltd, Australia
2. The 'Employees' group as defined for the purposes of FOES differs slightly from the 'Employees' group as defined within the monthly Labour Force Survey (LFS) (and other supplementary surveys). For more information see Forms of Employment, Australia, November 2008, ABS cat. no. 6359.0, Appendix 1.

## Jurisdictional coverage

### JURISDICTIONAL COVERAGE

### EMPLOYEES IN THE FEDERAL OR STATE WORKPLACE RELATIONS JURISDICTIONS FOR PAY-SETTING

#### INTRODUCTION

Recent changes to the Australian workplace relations system, through the introduction of the **Workplace Relations Amendment (WorkChoices) Act 2005** and more recently the **Fair Work Act 2009**, have resulted in increasing interest in the jurisdictional coverage of employees, that is, the number of employees in the federal and state workplace relations systems.

Indicative estimates of the proportion of employees in the federal and state workplace relations systems for pay-setting purposes (in May 2006) were provided in an article published in the January 2008 issue of **Australian Labour Market Statistics** (cat. no. 6105.0). These estimates were based on data collected in the May 2006 Survey of Employee Earnings and Hours (EEH). This article presents updated estimates for August 2008.

## THE WORKPLACE RELATIONS ENVIRONMENT

Prior to the introduction of the **Workplace Relations Amendment (WorkChoices) Act 2005**, employers could essentially choose whether to access federal or state workplace relations systems (i.e. by using a federal or state award, collective or individual agreement to set the pay and conditions of their employees). Alternatively they could choose to negotiate pay and conditions outside of either the federal or state systems (through an unregistered arrangement, e.g. common-law contract). However, following its introduction, employers (and their employees) were deemed to be in the federal jurisdiction if they were within scope of the **Workplace Relations Amendment (WorkChoices) Act 2005**. This comprises:

- constitutional corporations (i.e. financial, trading and foreign corporations covered by paragraph 51(xx) of the Constitution);
- employers and employees in Victoria, ACT, NT and Christmas and Cocos Islands;
- the Commonwealth, including its authorities; and
- waterside, maritime and flight crew employees.

The **Workplace Relations Amendment (WorkChoices) Act 2005** also included two sets of transitional arrangements. These apply to:

- constitutional corporations with employees who have their terms of employment set by a state registered agreement or state award; and
- employers who are not constitutional corporations with employees who have their terms of employment set by a federally registered agreement or federal award.

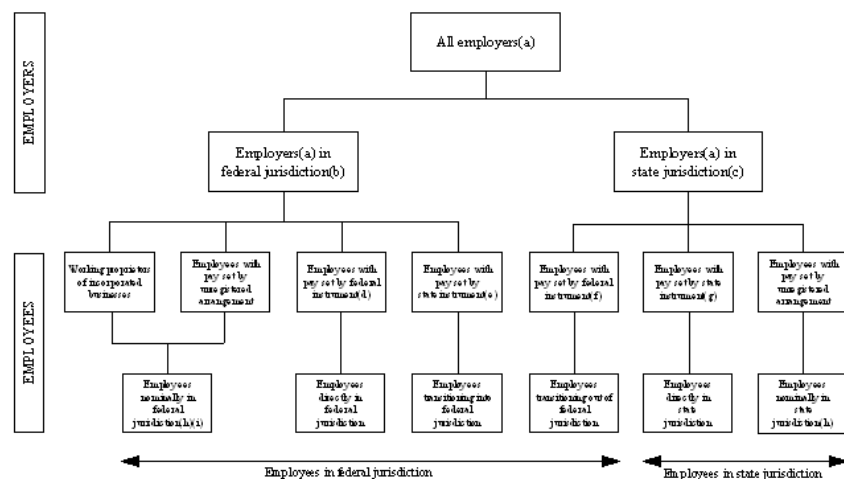
Employees of constitutional corporations who have their terms of employment set by a state registered agreement or state award, are deemed to be in the federal jurisdiction on a transitional basis (transitioning into the federal jurisdiction). For these employees, the state agreements or awards are deemed to be transitional federal agreements, or Notional Agreements Preserving State Awards (NAPSAs). Employees whose employer is not a constitutional corporation, but who have their terms of employment set by a federal award or federal agreement, are also deemed to be in the federal jurisdiction on a transitional basis (transitioning out of the federal jurisdiction).

The **Fair Work Act 2009**, which has replaced the **Workplace Relations Amendment (WorkChoices) Act 2005**, took effect on 1 July 2009. The **Fair Work Act 2009** has resulted in considerable changes to the workplace relations system, including the establishment of Fair Work Australia, the introduction of new National Employment Standards, and changes to unfair dismissal provisions. However, like the **Workplace Relations Amendment (WorkChoices) Act 2005**, the scope of the **Fair Work Act 2009** is based primarily on the powers of the constitution. The transitional arrangements within **Fair Work Act 2009** also provide for the continued existence of Awards, NAPSAs, and Agreements (including collective/certified agreements, Australian Workplace Agreements, and preserved State agreements) that were in operation immediately before 1 July 2009.

As a result, the framework for analysing workplace relations coverage, and therefore determining the proportion of employees in the federal or state workplace relations jurisdiction, remains essentially unchanged.

## JURISDICTIONAL COVERAGE FRAMEWORK

The following diagram provides a framework for identifying which employees are deemed to be under the federal or state workplace relations jurisdictions for pay-setting purposes, based on the status of the employer and the prevailing pay-setting instrument of the employee.



(a) As defined for the Survey of Employee Remuneration and Hours. Consists of all employee organisations in Australia, except businesses primarily engaged in agriculture, forestry and fishing, private households, employees staff and domestic outworkers, consultants, etc.  
 (b) Consistent employees who are constitutional corporations, waterside, maritime, on-flight crew employees, and all employees in Victoria, the NT or the ACT.  
 (c) Employees other than those in the federal jurisdiction (as defined).  
 (d) Consistent employees with pay set by a federally registered individual or collective agreement or by a federal award.  
 (e) Consistent employees with pay set by a state registered individual or collective agreement or by a state award. For employees of constitutional corporations, these state agreements or awards are now deemed to be transitional federal agreements, or Notional Agreements Preserving State Awards (NAPSAs).  
 (f) Consistent employees with pay set by a federally registered individual or collective agreement or by a federal award. For employees of employees who are not constitutional corporations, these federal agreements or awards are now deemed to be transitional federal agreements or transitional federal awards.  
 (g) Consistent employees with pay set by a state registered individual or collective agreement or by a state award.  
 (h) Employees with their pay set by an unregistered arrangement have their pay and conditions negotiated outside of the federal or state jurisdictions.  
 (i) Working proprietors of incorporated businesses are not generally bound by the requirements of the federal workplace relations system in setting their own pay and conditions.

The methodology used to classify employing businesses and employees according to this framework was outlined in an earlier article, Jurisdictional coverage of pay-setting arrangements, which was published in the January 2008 issue of **Australian Labour Market Statistics** (cat. no. 6105.0).

## INDICATIVE ESTIMATES OF JURISDICTIONAL COVERAGE

In August 2008, 78.5% of employees (6.9 million) were in the federal workplace relations jurisdiction and 13% of employees (1.1 million) were in one of the state workplace relations jurisdictions. For 8.6% of employees (900, 000) there was insufficient information to reliably determine which workplace relations jurisdiction they were in.



Between May 2006 and August 2008, federal workplace relations coverage reduced slightly, from 79.1% to 78.5% of employees. There was a corresponding increase in state workplace relations coverage, from 11.9% of employees in May 2006 to 13% of employees in August 2008.

## 2. Jurisdictional coverage of employees pay-setting arrangements, Indicative estimates

	May 2006 %	Aug 2008 %
Federal jurisdiction		
Federal award or agreement(a)	36.1	42.0
State award or agreement(b)	9.8	1.3
Unregistered arrangement(c)	28.2	30.2
<i>Federal jurisdiction (excluding Working proprietors of incorporated businesses)</i>	74.0	73.5
Working proprietor of incorporated business	5.1	5.0
<i>Total federal jurisdiction</i>	79.1	78.5
State jurisdiction		
State award or agreement	8.8	10.0
Unregistered arrangement(c)	3.2	2.9
<i>Total state jurisdiction</i>	11.9	13.0
Unable to be determined(d)	9.0	8.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

(a) Includes employees transitioning out of the federal jurisdiction.  
(b) Employees transitioning into the federal jurisdiction.  
(c) Includes employees receiving overaward pay.  
(d) Employees whose jurisdictional coverage for pay-setting was unable to be determined.  
Source: ABS Survey of Employee Earnings and Hours.

Employees in the federal and state jurisdictions can be further distinguished according to whether they are directly or nominally in either the federal or state jurisdiction, or whether they are transitioning into, or out of, the federal jurisdiction (see Figure 1).

The 78.5% of employees in the federal workplace relations jurisdiction at August 2008 comprised:

- 42% of employees paid by a federal award or agreement. Of these:
  - 37% were directly in the federal jurisdiction (i.e. their employer was in the federal jurisdiction and their pay was set by a federally registered agreement or federal award);
  - 1% were transitioning out of the federal jurisdiction (i.e. their employer was in one of the state jurisdictions but their pay was set by a federally registered agreement or federal award); and
  - 4% had their pay set by federal agreement or federal award but it was not possible to determine whether they were directly in the federal jurisdiction or transitioning out of the federal jurisdiction.
- 1% transitioning into the federal jurisdiction (i.e. their employer was in the federal jurisdiction but their pay was set by a state registered agreement or state award); and
- 35% nominally in the federal jurisdiction. Of these:
  - 30% had their pay set by an unregistered arrangement (their employer was in the federal jurisdiction); and
  - 5% were working proprietors of their own incorporated business.

The 13% of employees in the state workplace relations jurisdiction comprised:

- 10% directly in one of the state jurisdictions (i.e. their employer was in one of the state jurisdictions and their pay was set by a state registered agreement or state award); and
- 3% nominally in one of the state jurisdictions (i.e. their employer was in one of the state jurisdictions but their pay was set by an unregistered arrangement).

Between May 2006 and August 2008, the proportion of employees directly in the federal workplace relations jurisdiction increased from 31% to 37%. In conjunction with this, the proportion of employees transitioning into the federal workplace relations jurisdiction decreased from almost 10% in May 2006 to just over 1% in August 2008, which indicates that by August 2008, most of the employees who were transitioning into the federal jurisdiction had done so.

Workplace relations coverage varies considerably across the states and territories. With the exception of Victoria, NT and the ACT, which do not have their own workplace relations systems, the state with the highest proportion of employees in the federal workplace relations jurisdiction was NSW (74%). Tasmania had the highest proportion of its employees in the state jurisdiction, with almost a quarter (24%) of Tasmanian employees in the Tasmanian workplace relations jurisdiction.

## 2. Jurisdictional coverage of employees pay-setting arrangements, States and territories: Indicative estimates - August 2008

	NSW %	Vic %	Qld %	SA %	WA %	Tas %	NT %	ACT %	Australia %
Federal jurisdiction									
Federal award or agreement(a)	36.5	55.3	35.8	38.0	32.4	43.5	62.9	75.3	42.0
State award or agreement(b)	1.2	-	2.8	2.7	*0.8	*2.6	-	-	1.3
Unregistered arrangement(c)	31.0	39.0	23.1	26.0	27.8	16.3	32.4	21.6	30.2
<i>Federal jurisdiction (excluding Working proprietors of incorporated businesses)</i>	68.7	94.3	61.7	66.7	61.0	62.4	95.5	96.9	73.5
Working proprietor of incorporated business	5.4	5.7	4.0	5.2	4.7	2.7	4.5	3.1	5.0
<i>Total federal jurisdiction</i>	74.1	100.0	65.7	71.9	65.7	65.1	100.0	100.0	78.5
State jurisdiction									
State award or agreement	10.4	-	*17.8	17.6	*14.0	*19.5	-	-	10.0
Unregistered arrangement(c)	2.8	-	5.1	4.1	6.2	4.7	-	-	2.9
<i>Total state jurisdiction</i>	13.2	-	22.8	21.7	20.3	*24.3	-	-	13.0
Unable to be determined(d)	12.6	-	11.5	6.4	14.1	10.6	-	-	8.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

\* estimate is subject to sampling variability too high for most practical purposes  
- nil or rounded to zero (including null cells)

(a) Includes employees transitioning out of the federal jurisdiction.  
 (b) Employees transitioning into the federal jurisdiction.  
 (c) Includes employees receiving overaward pay.  
 (d) Employees whose jurisdictional coverage for pay-setting was unable to be determined.  
 Source: ABS Survey of Employee Earnings and Hours.

## FURTHER INFORMATION

For further information, please contact Michael Gerrity on Canberra (02) 6252 5514 or email <m.gerrity@abs.gov.au>.

# Underutilisation in the economic downturn

## UNDERUTILISATION IN THE ECONOMIC DOWNTURN

### INTRODUCTION

The downturn in the Australian economy in 2008 and 2009 has had a noticeable impact on the labour market. The change in demand for labour during an economic downturn is most frequently measured with reference to the rising numbers of unemployed people. However, there is also another impact evident in an economic downturn - a rise in underemployment. In any analysis of underutilised labour it is therefore useful to examine both the unemployment rate and underemployment rate, and in addition the labour force underutilisation rate (LFUR), which is the sum of these two rates.

This article highlights recent changes in underutilisation to May 2009, from February 2009 and also from the previous May. It also explores changes in quarterly unemployment and underemployment for particular populations, in order to identify the underlying trends which have contributed to the recent increases in underutilisation.

The article presents data on both trend and original bases. While the ABS does not undertake time series adjustments for all underutilisation data, key underutilisation data, such as the labour force underutilisation rate, are available on a trend, seasonally adjusted and original basis. In this article trend data are presented wherever possible.

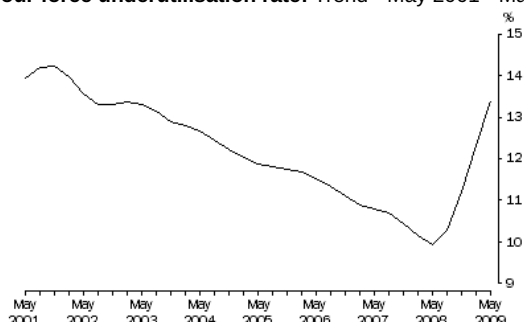
The data presented in this article relate to headcount measures of underutilisation, that is the proportion of people whose labour is underutilised. However, an alternative view of underutilisation is that which identifies the hours offered by these people. An hours based measure takes into account the fact that, while some people may offer a small number of hours, others may offer many more. In recognition of this the ABS produces annual volume measures, which provide hours based unemployment, underemployment and labour force underutilisation rates. The updated volume measures for 2008 will be released in the October 2009 issue of this publication.

As estimates in this article have been rounded, discrepancies may occur between levels and movements.

### RECENT TREND

Information on underutilisation is available on a quarterly basis from the Labour Force Survey (LFS). Graph 1 presents data from May 2001 and illustrates the considerable increase in the LFUR in the 2008-2009 financial year, particularly between February 2009 and May 2009 (up 1.1 percentage points, from 12.3% to 13.4%). The two most recent quarterly increases, both up 1.1 percentage points, represent the largest quarter to quarter percentage point increases in the rate in the recent time series, and in the context of the broader historical series are the largest quarter to quarter increases since February 1991 which saw an increase of 1.2 percentage points. In year to year terms, the LFUR increased 3.4 percentage points, from 10% in May 2008 to 13.4% in May 2009.

1. Labour force underutilisation rate: Trend - May 2001 - May 2009



### UNEMPLOYMENT AND UNDEREMPLOYMENT

Increases in both the trend quarterly unemployment rate and the trend quarterly underemployment rate contributed to the increase in the LFUR to May 2009. The trend quarterly unemployment rate increased by 0.6 percentage points from 5.2% in February 2009, to 5.7% in May 2009 (up 1.6 percentage points from May 2008), while the trend underemployment rate increased 0.5 percentage points, from 7.1% in February 2009 to 7.7% in May 2009 (up 1.8 percentage points from the previous May).

2. Changes in the components of the LFUR: Trend

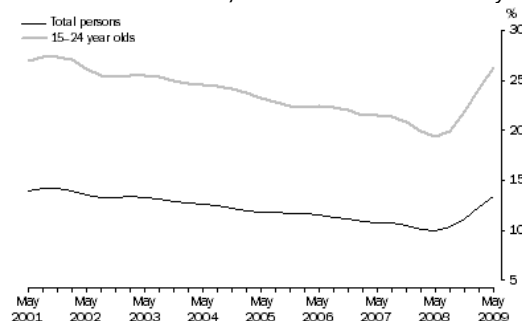
	May 2008	February 2009	May 2009	May 2008-May 2009 change	February 2009-May 2009 change
Unemployment rate (%)	4.1	5.2	5.7	1.6 pts	0.6 pts
Underemployment rate (%)	5.9	7.1	7.7	1.8 pts	0.5 pts

In order to understand the increase in labour underutilisation in the year to May 2009, it is useful to identify the population groups for which the underutilisation measures have shown the largest increase.

## AGE

The LFUR has been considerably higher for people aged 15-24 years compared to the rate for all people. People in this younger age group are of particular interest from an underutilisation perspective, as they are often deemed to be a population group whose employment is particularly vulnerable to changes in the economic cycle, particularly as many are employed in part-time and casual work. The average underutilisation rate for people aged 15-24 years from May 2001 to May 2009 was 23.7% (varying from a low of 19.3% to a high of 27.4%), whereas the average rate for people aged 25 years and over for the same period was 12.2% (fluctuating between a low of 10% and a high of 14.2%). Graph 3 illustrates the increases in the underutilisation rate between February 2009 and May 2009 for 15-24 year olds, the 'youth' population, (up 2.1 percentage points, from 24.2% to 26.2%), compared to the increase for all people (up 1.1 percentage points, from 12.3% to 13.4%).

**3. Labour force underutilisation rate, Youth and total: Trend - May 2001 - May 2009**



Both component rates within the LFUR were considerably higher for people aged 15-24 years, as shown in table 4. The youth unemployment rate was 12.0% in May 2009, considerably higher than the rate for all people (5.7%). The youth underemployment rate was also markedly higher, at 14.3% in May 2009 (compared to 7.7% for all people). The high underemployment rate reflects the relatively high proportion of people in this age group who are employed part-time, often combining employment with education.

The increases in the unemployment and underemployment rates from February 2009 to May 2009 were also noticeably higher for 15-24 year olds than the change observed for all people. In contrast, the 55 years and over age group showed the smallest percentage point increase in the unemployment rate during the period (0.2 percentage points, from 2.7% to 2.8%), and the 35-44 year age group showed the smallest increase in underemployment for the period (0.3 percentage points, from 6.1% to 6.4%). This was also true for the year to year changes.

**4. Components of the LFUR by Age groups: Trend**

	Unemployment rate (%)			Underemployment rate (%)		
	May 2008	February 2009	May 2009	May 2008	February 2009	May 2009
15-24 years	8.4	10.7	12.0	10.9	13.4	14.3
25-34 years	3.8	5.1	5.6	4.8	5.7	6.4
35-44 years	3.3	4.1	4.4	5.1	6.1	6.4
45-54 years	2.9	3.5	4.0	4.6	5.9	6.3
55 years and over	2.2	2.7	2.8	4.2	5.1	5.5
<b>Total</b>	<b>4.1</b>	<b>5.2</b>	<b>5.7</b>	<b>5.9</b>	<b>7.1</b>	<b>7.7</b>

## SEX

The unemployment and underemployment rates rose for both men and women over the year to May 2009. There have been considerable differences between the rate of underemployment for men and women, as shown in table 5. As part-time employment has become more prevalent, so too has underemployment, since underemployment is largely associated with part-time work. Women maintain higher rates of part-time employment than men, and this is reflected in the higher trend underemployment rate for women.

However, over recent quarters men have experienced larger increases in both unemployment and underemployment than women. The trend unemployment rate increased more for men from February 2009 to May 2009 (up 0.8 percentage points, from 5.1% to 6.0%), than for women (up 0.2 percentage points, from 5.2% to 5.4%). The trend underemployment rate for men during this period rose by 0.7 percentage points, from 5.5% to 6.2%, compared to an increase of 0.3 percentage points for women (from 9.1% to 9.4%). Similarly, the underemployment rate for men rose at a greater rate than for women for the year ending May 2009.

**5. Unemployment and underemployment rates by Sex: Trend**

	May 2008	February 2009	May 2009	May 2008-May 2009 change	February 2009-May 2009 change
Unemployment rate - Males (%)	3.8	5.1	6.0	2.2 pts	0.8 pts
Unemployment rate - Females (%)	4.5	5.2	5.4	0.9 pts	0.2 pts
Underemployment rate - Males (%)	4.2	5.5	6.2	2.0 pts	0.7 pts
Underemployment rate - Females (%)	7.8	9.1	9.4	1.6 pts	0.3 pts

## STATES AND TERRITORIES

The recent changes in underutilisation experienced by each state and territory have generally followed the trend in the rate for Australia. The largest increases in labour force underutilisation rates from February 2009 to May 2009 were observed in Western Australia (up 1.4 percentage points) and Queensland (up 1.3 percentage points). The LFUR remained at 6.9% in the Northern Territory, the lowest of any state or territory.

The largest year to year increase occurred in the rate for Western Australia, which increased by 4.3 percentage points, from 7% to 11.3%. In contrast, the Northern Territory experienced the largest year to year LFUR decrease, down 3 percentage points, from 9.9% to 6.9%.

### 6. LFUR by States and territories: Trend

	May 2008	February 2009	May 2009	May 2008-May 2009 change	February 2009-May 2009 change
	%	%	%	pts	pts
New South Wales	10.8	13.3	14.3	3.5	1.0
Victoria	10.7	13.1	14.2	3.5	1.1
Queensland	9.0	11.5	12.8	3.8	1.3
South Australia	11.5	13.5	14.1	2.5	0.6
Western Australia	7.0	9.9	11.3	4.3	1.4
Tasmania	9.9	11.5	12.6	2.7	1.1
Northern Territory	9.9	6.9	6.9	-3.0	-
Australian Capital Territory	7.4	7.4	7.8	0.4	0.5
<b>Australia</b>	<b>10.0</b>	<b>12.3</b>	<b>13.4</b>	<b>3.4</b>	<b>1.1</b>

- nil or rounded to zero (including null cells)

As shown in table 7, Western Australia had the largest percentage point increase in unemployment rate from February 2009 to May 2009 (up 0.8 percentage points, from 4% to 4.8%), followed by Queensland (up 0.7 percentage points, from 4.6% to 5.2%). In contrast, the Northern Territory had a decrease in unemployment during the period (down 0.1 percentage points, from 3.7% to 3.6%).

Similarly, Western Australia had the largest increase in year to year movements in unemployment from May 2008 to May 2009 (up 1.9 percentage points, from 3% to 4.8%), followed by New South Wales, Victoria and Queensland (all up 1.7 percentage points). The Northern Territory unemployment rate remained at 3.6% in year to year trend terms.

Considerable changes in underemployment rates were also observed at the state and territory level over the period. The underemployment rate for Tasmania showed the largest quarter to quarter increase (up 0.7 percentage points, from 6.7% to 7.3%), followed by Western Australia, Queensland and Victoria (all up 0.6 percentage points). The Northern Territory was the only state or territory that did not record an increase during the quarter.

In year to year movements Western Australia had the largest underemployment rate increase from May 2008 to May 2009 (up 2.5 percentage points, from 4.0% to 6.5%), and the Northern Territory showed the only underemployment rate decrease for the period (down 3 percentage points, from 6.2% to 3.2%).

### 7. Components of the LFUR by States and territories: Trend

	Unemployment rate (%)			Underemployment rate (%)		
	May 2008	February 2009	May 2009	May 2008	February 2009	May 2009
New South Wales	4.6	5.9	6.4	6.1	7.4	7.9
Victoria	4.2	5.3	5.9	6.5	7.8	8.3
Queensland	3.6	4.6	5.2	5.4	7.0	7.6
South Australia	4.7	5.5	5.7	6.8	8.0	8.4
Western Australia	3.0	4.0	4.8	4.0	5.9	6.5
Tasmania	4.4	4.9	5.3	5.6	6.7	7.3
Northern Territory	3.6	3.7	3.6	6.2	3.2	3.2
Australian Capital Territory	2.8	2.8	3.1	4.6	4.5	4.8
<b>Australia</b>	<b>4.1</b>	<b>5.2</b>	<b>5.7</b>	<b>5.9</b>	<b>7.1</b>	<b>7.7</b>

## INDUSTRY

In order to understand underutilisation in an industry context it is necessary to use a different approach. While it is possible to determine the industry of an unemployed person's last job, it does not necessarily provide an indication of the industry in which they will next work in. This article therefore uses a combination of changes in employment, together with the proportion of employed people in the industry that are underemployed, to identify changes in labour demand and underutilisation within industry divisions. The analysis also employs year to year comparisons, given the variability in original quarterly industry employment estimates.

Table 8 shows that between May 2008 and May 2009 there were relatively small changes in total employment in most industries. In contrast, the change in the percentage of employed people within those industries who were underemployed was considerably more pronounced over the period, with an increase in the proportion of employed people who were underemployed increasing from 6.3% to 8.2%.

As at May 2009, people working in the Accommodation and food services industry reported the highest rate of underemployment, reflecting the relatively high proportion of part-time workers in the industry. People employed in Mining, an industry with relatively little part-time employment, maintained the lowest rate of underemployment. The largest year to year change in underemployment (an increase of 3.6 percentage points) occurred amongst people working in Information media and telecommunications, an industry where employment increased by less than 1%.

### 8. Components of underutilisation by Industry: Original

	Employed ('000)		Underemployed (% of employed)	
	May 2008	May 2009	May 2008	May 2009
Agriculture, forestry and fishing	368.1	348.1	3.4	4.1

Mining	164.5	152.3	*0.9	*0
Manufacturing	1 070.0	993.5	3.1	5.5
Electricity, gas, water and waste Services	125.3	136.7	*1.2	*3.9
Construction	975.7	984.1	4.2	7.0
Wholesale trade	398.6	399.2	3.4	4.7
Retail trade	1 227.1	1 209.5	11.3	13.7
Accommodation and food services	712.1	721.2	14.0	17.1
Transport, postal and warehousing	566.8	599.2	5.6	7.9
Information media and telecommunications	222.5	224.3	4.0	7.6
Financial and insurance services	406.6	391.6	1.5	*1.5
Rental, hiring and real estate services	198.9	181.8	3.3	5.5
Professional, scientific and technical services	781.3	762.4	2.8	5.9
Administrative and support services	339.3	340.4	11.5	14.7
Public administration and safety	628.1	693.1	3.7	3.3
Education and training	825.7	808.8	7.2	6.9
Health care and social assistance	1 109.2	1 189.4	7.3	9.1
Arts and recreation services	178.1	204.6	11.9	14.5
Other services	446.8	441.5	7.0	8.4
<b>Total</b>	<b>10 744.8</b>	<b>10 781.6</b>	<b>6.3</b>	<b>8.2</b>

Note: \* estimate is subject to sampling variability too high for most practical purposes.

## OCCUPATION

As with industry, it is useful to assess changes in employment in each occupation major group, together with the proportion of employed people in the groups that are underemployed, to identify changes in labour demand and underutilisation. Table 9 provides a summary of total employment for each occupation major group, with the corresponding proportion of underemployment. Labourers reported the highest incidences of underemployment in both the May 2008 and May 2009 quarters.

The largest increase in the rate of underemployment from May 2008 to May 2009 (an increase of 4.8 percentage points) was reported by Machinery operators and drivers (up 3.4 percentage points), followed closely by Community and personal service workers (up 3.3 percentage points). As with industry, high incidences of underemployment relate to the high proportions of part-time employment within particular occupations.

### 9. Components of underutilisation by Occupation: Original

	Employed ('000)		Underemployed (% of employed)	
	May 2008	May 2009	May 2008	May 2009
Managers	1 388.9	1 408.6	1.4	2.0
Professionals	2 227.1	2 211.0	3.6	4.4
Technicians and trades workers	1 616.7	1 623.8	3.2	5.9
Community and personal service workers	947.8	1 000.6	12.1	15.4
Clerical and administrative workers	1 632.1	1 679.6	4.4	5.5
Sales workers	1 028.5	1 012.5	12.9	15.4
Machinery operators and drivers	724.2	692.2	4.9	8.3
Labourers	1 179.4	1 153.3	14.1	17.2
<b>Total</b>	<b>10 744.8</b>	<b>10 781.6</b>	<b>6.3</b>	<b>8.2</b>

## RELATED RELEASES

A number of recent articles providing further analysis of labour underutilisation are available as follows:

- an article in the May 2009 issue of **Labour Force, Australia** ([cat. no. 6202.0](#)).
- the feature article, 'Historical labour underutilisation', providing an analysis of historical underutilisation, which can also be found in this issue (July 2009) of **Australian Labour Market Statistics** ([cat. no. 6105.0](#)).
- the feature article, 'Quarterly Labour Force Underutilisation Rate', published in the July 2008 issue of **Australian Labour Market Statistics** ([cat. no. 6105.0](#)).

## FURTHER INFORMATION

For further information, please contact Bjorn Jarvis (ph (02) 6252 6552 or email <[bjorn.jarvis@abs.gov.au](mailto:bjorn.jarvis@abs.gov.au)>).

# Explanatory Notes

## Explanatory Notes

### EXPLANATORY NOTES

#### INTRODUCTION

**1 Australian Labour Market Statistics** brings together a range of ABS labour statistics to present a statistical summary of the Australian labour market. It has been developed primarily as a reference document, and provides a broad basis for labour analysis and research.

**2** In addition to data from the Labour Force Survey (LFS), this publication contains statistics from a range of other ABS labour surveys including Average Weekly Earnings, the Labour Price Index, Job Vacancies, Employment and Earnings - Public Sector, and Industrial Disputes. The publication also includes summary data from recently released labour force supplementary surveys.

3 This publication includes international data for selected labour market indicators.

## LABOUR STATISTICS CONCEPTS, SOURCES AND METHODS

4 The concepts and definitions underpinning ABS labour statistics align closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts of Australia's labour market statistics, and the sources and methods used in compiling the estimates, are presented in **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001), which is available on the ABS website at <<https://www.abs.gov.au>> [Themes - People - Labour - **Labour Statistics: Concepts, Sources and Methods**].

5 For an explanation of terms used in this publication, refer to the Glossary.

## LABOUR STATISTICS THEME PAGE

6 The Labour Statistics theme page is a portal to all labour statistics and related information residing on the ABS website. The page contains hyperlinks to **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001); information about labour related surveys; and a help page for respondents to ABS labour related surveys. The Labour Theme Page can be accessed at <<https://www.abs.gov.au>> [Themes - People - Labour].

## SEASONALLY ADJUSTED AND TREND ESTIMATES

7 Series in this publication include **original**, **seasonally adjusted** and **trend** series. Special care should be taken in interpreting data for the most recent months and quarters, as some of the original and all of the seasonally adjusted and trend series are subject to revision.

8 It is not uncommon for movements in original time series data and those provided from seasonally adjusted and trend series to differ. Movements in a time series of original data may reflect several factors, including:

- longer-term changes in the item being measured (i.e. trend movements)
- short-term irregular changes
- regular seasonal influences
- normal 'trading', 'working' or 'pay' day patterns
- systematic holiday effects.

9 Seasonal adjustment is a means of removing the estimated effects of normal seasonal variation from the series so that the effects of other influences on the series can be more clearly recognised. Seasonal adjustment does not aim to remove the irregular or non-seasonal influences which may be present in any particular month. This means that month-to-month movements of the seasonally adjusted estimates may not be reliable indicators of trend behaviour.

10 The Labour Force Survey uses the concurrent seasonal adjustment method to derive seasonal factors. Concurrent seasonal adjustment uses data up to the current month to estimate seasonal factors for the current and all previous months. This process can result in revisions each month to estimates for earlier periods. However, in most instances, the only noticeable revisions will be to the seasonally adjusted estimates for the previous month and one year prior to the current month.

11 Seasonal adjustment is able to remove the effect of events which occur at the same time in the survey every year. However, there are some events, like holidays, which are not always at the same time in the survey cycle or which are not at the same time across Australia. The effects of these types of events on Labour Force Survey estimates cannot in all cases be removed, because the pattern of their effects cannot be determined. However, two events which are adjusted for in the seasonally adjusted series are the January interview start date and the timing of Easter.

12 Trend estimates help the user to identify the underlying magnitude and direction of a time series. Seasonal adjustment removes the effect of the last three listed influences from the data, leaving only trend and short-term irregular movements. Trend estimates are then obtained by removing the effects of the short-term irregularities, which in some series can be a major contributor to movements in the original data.

13 Trend estimates are produced by smoothing the seasonally adjusted series using a statistical procedure based on Henderson moving averages. At each time point in a series, a trend estimate is calculated using a centred x-term Henderson moving average of the seasonally adjusted series. The moving averages are centred on the point in time at which the trend is being estimated. The number of terms used to calculate the trend varies across surveys. Generally, ABS monthly surveys use a 13-term moving average and quarterly surveys use a 7-term moving average.

14 Estimates for the most recent time points cannot be calculated using the centred average method as there are insufficient data to do so. Instead, alternative approaches that approximate the smoothing properties of the Henderson moving average are used. This can lead to revision in the trend estimates for the most recent time periods until sufficient data are available to calculate the trend using the centred Henderson moving average. Revisions of trend estimates will also occur with revisions to the original data and re-estimation of seasonal adjustment factors.

15 Seasonal factors are reviewed at least annually for ABS labour series, to take account of additional original data. The results of the latest reviews were used to compile the trend estimates given in this publication. For further information about the most recent reviews of seasonal factors for the labour surveys, see the following publications:

- for labour force see **Labour Force, Australia** (cat. no. 6202.0)
- for labour price index see **Labour Price Index, Australia** (cat. no. 6345.0)
- for average weekly earnings see **Average Weekly Earnings, Australia** (cat. no. 6302.0)
- for public sector employees see **Employment and Earnings, Public Sector, Australia, 2007-08** (cat. no. 6248.0.55.002)
- for job vacancies see **Job Vacancies, Australia** (cat. no. 6354.0).

16 The general methods used in the ABS for estimating trends are described in **Information Paper: A Guide to Interpreting Time Series - Monitoring Trends** (cat. no. 1349.0).

## RELIABILITY OF ESTIMATES

17 Estimates in this publication are subject to two types of error:

- sampling error - errors that occur because the data were obtained from a sample rather than the entire population
- non-sampling error - errors that occur at any stage of a survey and can also occur in a census, e.g. incorrect responses to questions, processing errors, frame deficiencies.

18 For more information on these sources of error, and on measures of these types of errors, including standard errors, refer to the main publications associated with each of the data series presented in this publication (see the relevant sections later in these Explanatory Notes). More information on standard errors applying to LFS estimates is contained in [Information Paper: Labour Force Survey Standard Errors, 2005](#) (cat. no. 6298.0). To assist users, a spreadsheet incorporating the revised standard error models using composite estimation is available from [Labour Force Survey Standard Errors, Data Cube, 2007](#) (cat. no. 6298.0.55.001).

## ROUNDING

19 Estimates have been rounded and discrepancies may occur between sums of the component items and totals.

## LABOUR FORCE SURVEY DATA

### Description of the survey

20 Data in tables 1.1-1.7, 2.1-2.10, 3.1-3.3, and 4.1 to 4.6 are obtained from the Labour Force Survey (LFS), which provides extensive information about the labour market on a monthly basis. The LFS is a component of the Monthly Population Survey (MPS), which includes the LFS and supplementary surveys.

### Monthly Population Survey

21 The MPS is a population survey based on a multi-stage area sample of private dwellings (currently about 23,000 houses, flats, etc.), and list samples of discrete Indigenous communities and non-private dwellings (hospitals, hotels, motels, etc.), and covers about 0.24% of the population of Australia. The information is obtained from occupants of selected dwellings by interviewers, with the first interview conducted face-to-face and subsequent interviews over the telephone. Once selected, households are included for eight consecutive months before being replaced.

### Labour Force Survey

22 The LFS has been conducted on a monthly basis since February 1978. Prior to that, from 1964 to 1978, a national survey was conducted quarterly. Telephone interviewing was introduced between August 1996 and February 1997. New questionnaires have been introduced periodically, most recently in April 2001.

23 The LFS includes all usual residents of Australia aged 15 and over except:

- members of the permanent defence forces
- certain diplomatic personnel of overseas governments, customarily excluded from census and estimated population counts
- overseas residents in Australia
- members of non-Australian defence forces (and their dependants) stationed in Australia.

24 From July 1993, Jervis Bay Territory has been excluded from the scope of the LFS.

### Supplementary surveys

25 The supplementary surveys collect additional data on a different topic each month. Many topics covered are rotated on an annual or less frequent basis, while others are included once only. Results from each supplementary survey topic are released separately. A list of topics covered in recent years is in Appendix 3.

26 The supplementary surveys include a subset of the persons included in the LFS (see paragraph 20). The additional exclusions for most supplementary surveys are:

- persons living in private dwellings in remote and sparsely settled parts of Australia
- institutionalised persons
- boarding school pupils.

### Multi-Purpose Household Survey

27 The Multi-Purpose Household Survey (MPHS) was introduced in 2004-05. This survey vehicle is designed to provide statistics annually for a number of small, self contained topics, including a number of labour related topics. Data for MPHS topics are collected each month over a financial year. A list of topics covered in recent years is in Appendix 3.

28 In addition to those already excluded from the LFS, the following people are excluded from most MPHS topics:

- people under 15 years
- people living in private dwellings in very remote parts of Australia
- people living in non-private dwellings such as hotels, university residences, students at boarding schools, patients in hospitals,

- residents of homes (e.g. retirement homes, homes for people with disabilities) and inmates of prisons
- visitors to private dwellings.

29 Depending on the topic, there may be further exclusions from scope. For example, some MPHS topics collect information only from a certain population or interest group (e.g. information on retirement and retirement intentions is collected from people aged 45 years or over).

### Reference period

30 Interviews are generally conducted during the two weeks beginning on the Monday between the 6th and 12th of each month, with questions relating to the week prior to the interview (the reference week).

### Notes on data

31 From time to time, changes to survey methodology affect the time series produced. Some examples of changes to this survey are: new questions added to the LFS questionnaire in April 2001; and the introduction of telephone interviewing in 1996-97.

32 In February 2004 the definition of unemployed persons was changed to include all persons who were waiting to start work and were available to start in the reference week, with consequent revisions to data from April 2001 to January 2004. For further details, see [Information Paper: Forthcoming Changes to Labour Force Statistics, 2003](#) (cat. no. 6292.0).

33 In May 2007, an improved method of estimation, known as composite estimation, was introduced into the Labour Force Survey. In introducing this change the ABS revised unit record data from April 2001 to April 2007 based on the new estimation method. While estimates for periods prior to April 2001 are unrevised and were compiled using a different estimation method, no trend break was identified in the employed persons series. Also, no change was identified in the trend breaks in the unemployed persons and unemployment rate series which arose with the introduction of a redesigned survey form in April 2001. For further details, see [Information Paper: Forthcoming Changes to Labour Force Statistics, 2007](#) (cat. no. 6292.0).

34 The sample size of the Labour Force Survey for July 2008 was reduced by 24% when compared with the June 2008 sample. Detailed information about the sample reduction is provided in [Information Paper: Labour Force Survey Sample Design, Nov 2007 \(Second edition\)](#) (cat. no. 6269.0), which was released on 25 July 2008.

35 The reduced sample will still be representative, with selections made across all parts of Australia. However, there will be increased volatility in the estimates, particularly the original and seasonally adjusted estimates. Therefore, the ABS continues to encourage users to focus on trend estimates.

### Population benchmarks

36 Labour Force Survey estimates are calculated in such a way as to add up to independent estimates of the civilian population aged 15 years and over (population benchmarks). These population benchmarks are projections of the most recently released quarterly Estimated Resident Population (ERP) data. For information on the methodology used to produce the ERP see [Australian Demographic Statistics Quarterly](#) (cat. no. 3101.0). To create the population benchmarks for the Labour Force Survey, the most recently released quarterly ERP estimates are projected forward one quarter past the period for which they are required. The projection is based on the historical pattern of each population component - births, deaths, interstate migration and overseas migration. By projecting one quarter past that needed for the current population benchmarks, demographic changes are smoothed in, thereby making them less noticeable in the population benchmarks.

37 The ERP series are revised annually in the March quarter issue of [Australian Demographic Statistics Quarterly](#) (cat. no. 3101.0), released in September each year, to incorporate more up to date information available for the population components. The revised ERP estimates are used to update the quarterly population projections used in creating the Labour Force Survey population benchmarks. Benchmarks already used in producing the Labour Force Survey estimates are not updated. A process of smoothing is used in the creation of population benchmarks to reduce the effect of these annual revisions to ERP estimates on the Labour Force Survey population benchmarks.

38 Every five years the ERP series are revised to incorporate additional information available from the latest Census of Population and Housing. Following the incorporation of Census information, the ERP series prior to the latest Census are final and subject to no further revision. Labour Force Survey population benchmarks, and the estimates, are revised following this 5-yearly revision in the ERP. From the February 2009 issue of this publication, labour force estimates have been compiled using population benchmarks based on the results of the 2006 Census of Population and Housing. Revisions were made in that issue to historical labour force estimates from January 2001 to January 2009.

### Estimation method

39 The estimation method used in the Labour Force Survey is Composite Estimation, which was introduced in May 2007. Composite Estimation combines data collected in the previous six months with current month's data to produce the current month's estimates, thereby exploiting the high correlation between overlapping samples across months in the Labour Force Survey. The Composite Estimator combines the previous and current months' data by applying different factors according to length of time in the survey. After these factors are applied, the seven months of data are weighted to align with current month population benchmarks. For details see [Information Paper: Forthcoming Changes to Labour Force Statistics, 2007](#) (cat. no. 6292.0).

### Families series

40 The families estimates use family relationship information collected as part of the LFS. The survey questions used to determine family relationships are restricted to persons enumerated as usual residents of private dwellings. That is, the following persons are excluded from the family estimates:

- all persons enumerated in non-private dwellings (including hotels, motels, hospitals and other institutions)
- persons enumerated as visitors to (rather than usual residents of) private dwellings.



41 Family relationship information is determined for persons enumerated as usual residents of private dwellings that are in scope of LFS. This information is also determined for some additional persons who are enumerated as usual residents of private dwellings and are:

- aged less than 15 years
- out of scope of the LFS (i.e. persons who are permanent members of the Australian defence forces)
- away from their usual residence for more than six weeks
- for whom there was not a fully completed LFS questionnaire (but sufficient family relationship information was collected).

#### Further information and data on the LFS

42 LFS estimates are published monthly in **Labour Force, Australia** (cat. no. 6202.0). A series of time series spreadsheets are released at the same time as this publication under cat. no. 6202.0.55.001. More detailed estimates are released, in electronic format, one week later, under cat. no. 6291.0.55.001 for monthly data, or cat. no. 6291.0.55.003 for quarterly data. All electronic data can be accessed via the ABS website at <https://www.abs.gov.au>. Additional data are available on request.

43 For further information about the range of LFS products and services, and the concepts and methodology used in the LFS, refer to **Information Paper: Changes to Labour Force Survey Products** (cat. no. 6297.0) and **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001).

#### INTERNATIONAL DATA

44 Table 1.8 contains data from the International Labour Organisation.

45 Estimates of key indicators of the labour markets from various countries have been included for comparison with Australian estimates of labour force participation, employment, unemployment and unemployment rates.

#### EMPLOYER SURVEY DATA

46 Tables 2.11-2.12, 5.1-5.3, 6.1-6.2 and 7.1 of this publication contain data from ABS employer surveys.

#### Scope of employer surveys

47 Except where otherwise noted, the sample for ABS labour employer surveys is selected from the ABS Business Register, which is primarily based on registrations to the Australian Taxation Office's (ATO) Pay As You Go Withholding scheme. The population is updated quarterly to take account of new businesses, businesses that have ceased employing, changes in employment levels, changes in industry, and other general business changes. Businesses excluded from the scope of the employer surveys are:

- those primarily engaged in Agriculture, forestry and fishing (except for the Survey of Employment and Earnings)
- private households employing staff
- overseas embassies, consulates, etc.
- those located outside Australia.

#### PUBLIC SECTOR EMPLOYEES DATA

##### Description of the survey

48 Tables 2.11 and 2.12 contain employment data from the Survey of Employment and Earnings - Public Sector (SEE).

49 The Survey of Employment and Earnings was conducted on a quarterly basis from the September quarter 1983. The June quarter 2007 issue of the publication **Wage and Salary Earners, Public Sector, Australia** (cat. no. 6248.0.55.001) was the final issue. The quarterly survey has been replaced with an annual survey commencing with the 2007-08 reference year with data available in the publication **Employment and Earnings, Public Sector, Australia, 2007-08** (cat. no. 6248.0.55.002). The survey measures both the number of public sector wage and salary earners employed at the last pay period of the financial year and their total earnings.

##### Reference period

50 The reference period for employment is the last pay period of the financial year.

##### Notes on data

51 The private sector component of the Survey of Employment and Earnings was discontinued after the December quarter 2001.

52 The privatisation of Telstra Corporation in November 2006 significantly impacted the public sector employment series. Telstra Corporation was effectively privatised on 20 November 2006. For the purpose of ABS statistics this change from public sector to private sector is effective from March quarter 2007. For more information please see **Information Paper: Future Treatment of Telstra in ABS Statistics, 2007** (cat. no. 8102.0).

53 As a result of privatisation, Telstra Corporation was no longer in the scope of SEE, and Telstra data were excluded from the series from March quarter 2007. As a result, a trend break was applied to the Commonwealth government and total public sector employees series between November 2006 and February 2007.

#### Further information

54 For further information about data relating to public sector employees, and the concepts and methodology used, refer to [Employment and Earnings, Public Sector, Australia, 2007-08](#) (cat. no. 6248.0.55.002), and [Labour Statistics: Concepts, Sources and Methods](#) (cat. no. 6102.0.55.001).

## WAGE PRICE INDEX DATA

55 Table 5.1 contains data from the [Labour Price Index, Australia](#) (cat. no. 6345.0) publication.

### Description of the survey

56 The Labour Price Index (LPI) measures change in the price of labour in the Australian labour market, unaffected by changes in the quality or quantity of work performed. i.e. it is unaffected by changes in the composition of the labour force, hours worked, or changes in characteristics of employees (e.g. work performance). In the LPI, index numbers are compiled for a range of wage and non-wage costs. Information about the wage price indexes has been released for each quarter since September 1997. Approximately 20,000 matched jobs from 4,800 businesses are priced each quarter.

### Reference period

57 The reference period for the survey is the last pay period ending on or before the third Friday of the mid-month of the quarter.

### Further information

58 For further information about the range of products and services relating to the Wage Price Index, and the concepts and methodology used, refer to [Labour Price Index, Australia](#) (cat. no. 6345.0), the associated time series spreadsheets available from the ABS website and [Labour Price Index, Concepts, Sources and Methods](#) (cat. no. 6351.0.55.001).

## AVERAGE WEEKLY EARNINGS DATA

59 Table 5.2 contains data from the Survey of Average Weekly Earnings (AWE).

### Description of the survey

60 The Survey of Average Weekly Earnings has been conducted quarterly since August 1981. Approximately 5,500 businesses contribute to the survey each quarter. The purpose of the survey is to measure average gross weekly earnings of employee jobs in Australia.

61 Average weekly earnings statistics represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of number of employees. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force.

### Reference period

62 The reference period for the survey is the last pay period ending on or before the third Friday of the middle month of the quarter. For non-weekly payrolls, businesses are asked to provide one week's portion.

### Notes on data

63 The privatisation of Telstra Corporation in November 2006 has significantly impacted on the private sector and public sector average weekly earnings series. Telstra Corporation was effectively privatised on 20 November 2006. For the purposes of ABS statistics this change from public sector to private sector is effective from March quarter 2007. The effect of this change is significant for both the private sector and public sector series. As a result, a trend break has been applied to both series between November 2006 and February 2007. For more information please see [Information Paper: Future Treatment of Telstra in ABS Statistics, 2007](#) (cat. no. 8102.0).

### Further information

64 For further information about average weekly earnings statistics and the concepts and methodology used refer to [Average Weekly Earnings, Australia](#) (cat. no. 6302.0), and [Labour Statistics: Concepts, Sources and Methods](#) (cat. no. 6102.0.55.001).

## NATIONAL ACCOUNTS DATA

65 Table 5.3 contains data from the Australian National Accounts.

66 Estimates of compensation of employees are contained within the Income Accounts of the Australian National Accounts, which are published in [Australian System of National Accounts](#) (cat. no. 5204.0) and [Australian Economic Indicators](#) (cat. no. 1350.0). For further information on how estimates are obtained, see [Australian System of National Accounts: Concepts, Sources and Methods](#) (cat. no. 5216.0).

## INDUSTRIAL DISPUTES DATA

67 Tables 6.1 and 6.2 contain data from the Industrial Disputes collection.

## Description of the survey

**68** The ABS has been collecting information about industrial disputes since 1913. The Industrial Disputes collection produces estimates of the number of industrial disputes (where ten or more working days are lost), employees involved, and working days lost.

**69** The scope of the Industrial Disputes collection is restricted to employing businesses at which an industrial dispute has occurred. For this collection, industrial disputes are defined as work stoppages of ten working days or more. Ten working days are equivalent to the amount of ordinary time worked by ten people in one day, regardless of the length of the stoppage, e.g. 3,000 workers on strike for two hours would be counted as 750 working days lost (assuming they work an eight-hour day).

**70** Effects on other establishments not directly involved in the dispute, such as stand-downs because of lack of materials, disruption of transport services, power cuts, etc. are not included in the scope of this collection.

## Reference period

**71** The collection reference period is the calendar quarter.

## Further information

**72** For further information about industrial disputes statistics, and the concepts and methodology used, refer to the electronic publication [Industrial Disputes, Australia](#) (cat. no. 6321.0.55.001), and [Labour Statistics: Concepts, Sources and Methods](#) (cat. no. 6102.0.55.001).

## JOB VACANCIES DATA

**73** Table 7.1 contains data from the Job Vacancies Survey (JVS).

## Description of the survey

**74** The Job Vacancies Survey has been conducted since November 1983 and is a quarterly sample survey of approximately 5,000 employers. The survey produces estimates of the number of job vacancies in Australia. The May 2008 issue of the publication [Job Vacancies, Australia](#) (cat. no. 6354.0), released in June 2008, was the final issue for 2008. The Job Vacancies Survey was not conducted during 2008-09 but will be reinstated in 2009-10.

## Reference date

**75** The reference date for the survey is the third Friday of the middle month of the quarter.

## Notes on data

**76** Prior to the August quarter 1999, job vacancies statistics were collected as part of the Job Vacancies and Overtime Survey. The overtime component of the survey ceased following the May quarter 1999.

**77** The privatisation of Telstra Corporation in November 2006 impacted the private sector and public sector job vacancies series. For the purposes of ABS statistics this change from public sector to private sector was effective from March quarter 2007. For more information please see [Information Paper: Future Treatment of Telstra in ABS Statistics, 2007](#) (cat. no. 8102.0).

**78** Although the privatisation of Telstra Corporation in November 2006 impacted on both the private and public sector series, the effect was significant only for the public sector series. As a result, a trend break was applied to the public sector series between November 2006 and February 2007.

## Further information

**79** For further information about the range of products and services relating to ABS job vacancies statistics, and the concepts and methodology used, refer to [Job Vacancies, Australia](#) (cat. no. 6354.0), the associated time series spreadsheets available from the ABS website and [Labour Statistics: Concepts, Sources and Methods](#) (cat. no. 6102.0.55.001).

# Glossary

## GLOSSARY

### Active steps to find work

Includes writing, telephoning or applying in person to an employer for work; answering an advertisement for a job; checking factory noticeboards or the touchscreens at Centrelink offices; being registered with Centrelink as a jobseeker; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

### Actual hours worked

The hours actually worked during the reference week, not necessarily hours paid for.

## **Adult employees**

Adult employees are those employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation.

## **Aggregate (actual) hours worked**

The total number of hours a group of employed persons has actually worked during the reference week, not necessarily hours paid for.

## **Attending full-time education**

Persons aged 15-24 years who were enrolled full-time at secondary school, high school, Technical and Further Education (TAFE) college, university, or other educational institution in the reference week.

## **Average compensation per employee**

**National Accounts.** The total compensation of employees divided by the number of employees.

## **Average earnings (National Accounts basis)**

See **average compensation per employee**.

## **Average hours worked**

Aggregate hours worked by a group divided by the number of persons in that group.

## **Average weekly earnings**

Average weekly earnings represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of number of employees. For information about scope exclusions applying to employer surveys, refer to paragraph 47 of the Explanatory Notes.

## **Civilian population aged 15 years and over**

All usual residents of Australia aged 15 years and over except members of the permanent defence forces, certain diplomatic personnel of overseas governments customarily excluded from census and estimated population counts, overseas residents in Australia, and members of non-Australian defence forces (and their dependants) stationed in Australia.

## **Commonwealth government employees**

Employees of all departments, agencies and authorities created by or reporting to the Commonwealth Parliament. Those bodies run jointly by the Commonwealth Government and state governments are classified to Commonwealth.

## **Compensation of employees**

**National Accounts.** The total remuneration, in cash or in kind, payable by enterprises to employees in return for work done by the employees during the accounting period. Compensation of employees comprises wages and salaries (in cash and in kind) and **employers' social contributions**. Compensation of employees is not payable in respect of unpaid work undertaken voluntarily, including the work done by members of a household within an unincorporated enterprise owned by the same household. Compensation of employees excludes any taxes payable by the employer on the wage and salary bill (e.g. payroll tax, fringe benefits tax). See **Australian System of National Accounts: Concepts, Sources and Methods** (cat. no. 5216.0) for further information.

## **Contributing family worker**

A person who works without pay, in an economic enterprise operated by a relative.

## **Country of birth**

Classified according to the **Standard Australian Classification of Countries (SACC)** (cat. no. 1269.0).

## **Couple families**

A family based on two persons who are in a registered or de facto marriage and who are usually resident in the same household.

## **Dependants**

All family members under 15 years, and all children aged 15-24 years attending full-time education (except those who have a partner or child of their own usually resident in the household).

## **Dependent child**

Any child in a family under 15 years of age or aged 15-24 years who is attending full-time education (except those who have a partner or child of their own usually resident in the household).

## **Dependent student**

A child who is 15-24 years of age, who is attending full-time education, and who has no partner or child of his or her own usually resident in the same household.

## **Discouraged jobseekers**

Persons with marginal attachment to the labour force who wanted to work and were available to start work within the next four weeks but

whose main reason for not actively looking for work was that they believed they would not find a job for any of the following reasons:

- considered to be too young by employers
- considered to be too old by employers
- lacked necessary schooling, training, skills or experience
- difficulties because of language or ethnic background
- no jobs in their locality or line of work
- no jobs available at all
- no jobs in suitable hours.

### **Duration of unemployment**

Under the redesigned LFS questionnaire, implemented in April 2001, the definition of duration of unemployment is the period of time from when an unemployed person began looking for work, until the end of the reference week; or the period of time since an unemployed person last worked in any job for two weeks or more, until the end of the reference week; whichever was the shorter period.

Prior to April 2001, duration of unemployment was defined in the LFS as the period of time from when an unemployed person began looking for work, until the end of the reference week; or the period of time since an unemployed person last worked full-time for two weeks or more, until the end of the reference week; whichever was the shorter period.

### **Employed**

Employed persons include all persons aged 15 years and over who, during the reference week:

- worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (comprising employees, employers and own account workers); or
- worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or
- were employees who had a job but were not at work and were:
  - away from work for less than four weeks up to the end of the reference week; or
  - away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or
  - away from work as a standard work or shift arrangement; or
  - on strike or locked out; or
  - on workers' compensation and expected to return to their job; or
- were employers or own account workers, who had a job, business or farm, but were not at work.

### **Employed full-time**

See **full-time employed**.

### **Employed part-time**

See **part-time employed**.

### **Employee**

**Labour Force Survey and other household surveys.** A person who works for a public or private employer and receives remuneration in wages, salary, a retainer fee from their employer while working on a commission basis, tips, piece rates, or payment in kind, or a person who operates their own incorporated enterprise with or without hiring employees.

**Employer surveys.** Employees are wage and salary earners who received pay for any part of the reference period. For information about scope exclusions applying to employer surveys, refer to paragraph 47 of the Explanatory Notes.

### **Employee job**

**Wage Price Index (WPI).** A job for which the occupant receives remuneration in wages, salary, payment in kind, or piece rates. All employee jobs in all employing organisations (except those excluded from all ABS labour employer surveys) are in scope of the WPI, except the following:

- 'non-maintainable' jobs (i.e. jobs that are expected to be occupied for less than six months of a year)
- jobs for which wages and salaries are not determined by the Australian labour market (e.g. working proprietors of small incorporated enterprises, most employees of Community Development Employment Programs, jobs where the remuneration is set in a foreign country).

For information about scope exclusions applying to employer surveys, refer to paragraph 47 of the Explanatory Notes.

### **Employer**

**Labour Force Survey and other household surveys.** A person who operates their own unincorporated economic enterprise or engages independently in a profession or trade, and hires one or more employees.

**Employer surveys.** A business with one or more employees.

### **Employers' social contributions**

**National Accounts.** Contributions by employers to pension and superannuation funds; and premiums paid by employers to workers' compensation schemes for occupational injuries and diseases.

### **Employment to population ratio**

For any group, the number of employed persons expressed as a percentage of the civilian population in the same group.

## Extended labour force underutilisation rate

The unemployed, plus the underemployed, plus two groups of marginally attached to the labour force:

- (i) persons actively looking for work, not available to start work in the reference week, but available to start work within four weeks and
- (ii) discouraged jobseekers

as a percentage of the labour force augmented by (i) and (ii).

For more information see datacube 'Table 1.1. Extended Labour Force Underutilisation Rate' (cat. no. 6105.0).

## Family

Two or more persons, one of whom is at least 15 years of age, who are related by blood, marriage (registered or de facto), adoption, step or fostering; and who are usually resident in the same household. The basis of a family is formed by identifying the presence of a couple relationship, lone parent-child relationship or other blood relationship. Some households will, therefore, contain more than one family.

## Family reference person

In families which are not couple families or one-parent families, as defined, the family reference person is the eldest person in the household.

## Former workers

Unemployed persons who have previously worked for two weeks or more but not in the last two years.

## Full-time educational attendance

Persons aged 15-19 who, during the reference week were enrolled full-time at secondary or high schools, and those aged 15-24 who, during the reference week, were enrolled full-time at a Technical and Further Education (TAFE) college, university, or other tertiary educational institution.

## Full-time employed

**Household surveys.** Persons employed full-time are those employed persons who usually worked 35 hours or more a week (in all jobs) and those who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.

## Full-time employees

**Employer surveys.** Full-time employees are permanent, fixed term and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

## Gross domestic product (GDP)

**National Accounts.** The total market value of goods and services produced in Australia within a given period after deducting the cost of goods and services used up in the process of production but before deducting allowances for the consumption of fixed capital. Thus gross domestic product, as here defined, is at 'market prices'. It is equivalent to gross national expenditure plus exports of goods and services less imports of goods and services. See [Australian System of National Accounts: Concepts, Sources and Methods](#) (cat. no. 5216.0) for further information.

## Household

A group of one or more persons in a private dwelling who consider themselves to be separate from other persons (if any) in the dwelling, and who make regular provision to take meals separately from other persons, i.e. at different times or in different rooms. Lodgers who receive accommodation but no meals are treated as separate households. Boarders who receive both accommodation and meals are not treated as separate households. A household may consist of any number of families and non-family members.

## Industrial dispute

An industrial dispute is defined as a state of disagreement over an issue or group of issues between an employer and its employees, which results in employees ceasing work. Industrial disputes comprise strikes, which are a withdrawal from work by a group of employees; and lockouts, which are a refusal by an employer or group of employers to permit some or all of their employees to work.

## Industry

An industry is a group of businesses or organisations that perform similar sets of activities in terms of the production of goods and services. Industry is classified according to the [Australian and New Zealand Standard Industrial Classification \(ANZSIC\), 2006](#) (cat. no. 1292.0). The industry assigned to an employed person is the industry of the organisation in which the person's main job is located. Unemployed persons who had worked for two weeks or more in the last two years are classified according to the industry of their most recent job.

## Job leavers

Unemployed persons who have worked for two weeks or more in the past two years and **left that job voluntarily** - that is, because (for example): of unsatisfactory work arrangements/pay/hours; the job was a holiday job or they left the job to return to studies; or their last job was running their own business and they closed down or sold that business for reasons other than financial difficulties.

## Job losers

Unemployed persons who have worked for two weeks or more in the past two years and **left that job involuntarily**: that is, they were laid off

or retrenched from that job; left that job because of their own ill-health or injury; the job was seasonal or temporary; or their last job was running their own business and the business closed down because of financial difficulties.

### **Job vacancy**

A job vacancy is an employee job available for immediate filling on the survey reference date and for which recruitment action has been taken. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying public or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are vacancies:

- for jobs which became vacant on the survey date and were filled that same day
- for jobs of less than one day's duration
- to be filled by persons already hired, or by promotion or transfer of existing employees
- to be filled by employees returning from paid or unpaid leave or after industrial dispute(s)
- not available for immediate filling on the survey reference date
- for work to be carried out by contractors
- for which no recruitment action has been taken
- where a person has been appointed but has not yet commenced duty
- to be filled by staff from contract labour agencies
- for jobs available only to persons already employed by the enterprise or organisation.

For information about scope exclusions applying to employer surveys, refer to paragraph 47 of the Explanatory Notes.

### **Labour force**

The labour force is the labour supply available for the production of economic goods and services in a given period, and is the most widely used measure of the economically active population. Persons in the labour force are classified as either employed or unemployed according to their activities during the reference period by using a specific set of priority rules.

### **Labour force status**

A classification of the civilian population aged 15 years and over into employed, unemployed or not in the labour force, as defined. The definitions conform closely to the international standard definitions adopted by the International Conferences of Labour Statisticians.

### **Labour force underutilisation rate**

The unemployed plus the underemployed, as a percentage of the labour force.

### **Local government employees**

Employees of municipalities and shires and other local authorities created by or subject to the provisions of local government legislation, such as county councils in New South Wales.

### **Lone parent**

A person who has no spouse or partner present in the household but who forms a parent-child relationship with at least one dependent or non-dependent child usually resident in the household.

### **Lone person**

A person who makes provision for their food and other essentials for living, without combining with any other person to form part of a multi-person household. They may live in a dwelling on their own or share a dwelling with another individual or family.

### **Long-term unemployed**

Persons unemployed for 12 months or more. See **duration of unemployment** for details of the calculation of duration of unemployment.

### **Long-term unemployment rate**

The number of long-term unemployed persons expressed as a percentage of the labour force.

### **Marginal attachment to the labour force**

Persons who were not in the labour force in the reference week, wanted to work, and:

- were actively looking for work but did not meet the availability criteria to be classified as unemployed or
- were not actively looking for work but were available to start work within four weeks or could start work within four weeks if child care was available.

The criteria for determining those in the labour force are based on activity (i.e. working or looking for work) and availability to start work during the reference week. The criteria associated with marginal attachment to the labour force, in particular the concepts of wanting to work and reasons for not actively looking for work, are more subjective. Hence, the measurement against these criteria is affected by the respondent's own interpretation of the concepts used. An individual respondent's interpretation may be affected by their work aspirations, as well as family, economic and other commitments.

### **Marital status**

See **social marital status**.

### **Mean age**

The sum of the ages of all the persons in a group, divided by the total number of persons in that group.

#### **Mean duration of unemployment**

The sum of the duration of unemployment of all the unemployed persons in a group, divided by the total number of unemployed persons in that group.

#### **Median age**

The age which divides a group of persons into two equal groups: one comprising persons whose age is above the median; and the other, persons whose age is below it.

#### **Median duration of unemployment**

The duration which divides unemployed persons into two equal groups: one comprising persons whose duration of unemployment is above the median; and the other, persons whose duration is below it.

#### **Non-dependent child**

A child of a couple or lone parent usually resident in the household, aged over 15 years and who is not a dependent student aged 15-24 years, and who has no partner or child of their own usually resident in the household.

#### **Non-family member**

A person who is not related to any other member of the household in which they are living.

#### **Not in the labour force**

Persons who were not classified as employed or unemployed.

#### **Occupation**

An occupation is a collection of jobs that are sufficiently similar in their main tasks to be grouped together for the purposes of classification. Occupation is classified according to the ANZSCO Australian and New Zealand Standard Classification of Occupations, First Edition, 2006 (cat. no. 1220.0). The occupation assigned to an employed person relates to the person's main job. Unemployed persons who had worked for two weeks or more in the last two years are classified according to the occupation of their most recent job.

#### **One-parent family**

A family consisting of a lone parent with at least one dependent or non-dependent child (regardless of age) who is also usually resident in the household.

#### **Ordinary time earnings**

See **weekly ordinary time earnings**.

#### **Original series**

Estimates produced directly from the survey data, before seasonal adjustment or trend estimation takes place.

#### **Other family**

Related individuals residing in the same household who do not form a couple or parent-child relationship with any other person in the household and are not attached to a couple or one parent family in the household. If two brothers, for example, are living together and neither is a spouse, a lone parent or a child, then they are classified as other family.

#### **Overtime earnings**

See **weekly overtime earnings**.

#### **Own account workers**

People who operate their own unincorporated economic enterprise or engaged independently in a profession or trade, and hired no employees.

#### **Owner managers of incorporated enterprises**

People who work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company). These people are classified as employees under 'status in employment'. Technically they are employees, however, they are similar in characteristics to owner managers of unincorporated enterprises.

#### **Owner managers of unincorporated enterprises**

People who operate their own unincorporated enterprise, that is, a business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred. Includes those engaged independently in a trade or profession. These people are classified as employers under 'status in employment' if their business has employees, or own account workers if they do not.

#### **Participation rate**

The labour force participation rate for any group within the population is the labour force component of that group, expressed as a percentage of the population in that group.



## **Part-time employed**

**Household surveys.** Persons employed part-time are those employed persons who usually worked less than 35 hours a week (in all jobs) and either did so during the reference week, or were not at work in the reference week.

## **Reason for leaving last job**

Unemployed persons who had worked for two weeks or more in the past two years classified by whether they left that job voluntarily, that is, job leavers; or left that job involuntarily, that is, job losers.

## **Seasonally adjusted series**

A time series of estimates with the estimated effects of normal seasonal variation removed. See paragraphs 7-13 of the Explanatory Notes for more detail.

## **Social marital status**

Social marital status is the relationship status of an individual with reference to another person who is usually resident in the household. A marriage exists when two people live together as husband and wife, or partners, regardless of whether the marriage is formalised through registration. Individuals are, therefore, regarded as married if they are in a de facto marriage, or if they are living with the person to whom they are registered as married.

## **State capital cities**

The areas determining the six state capital cities are the Statistical Divisions for those capital cities defined in the **Statistical Geography: Volume 1 - Australian Standard Geographical Classification (ASGC)** (cat. no. 1216.0).

## **State government employees**

Employees of all State government departments and authorities created by, or reporting to, State Parliaments, including organisations for which the Commonwealth has assumed financial responsibility. Following self-government, the Northern Territory and the Australian Capital Territory administrations have been classified to State Governments. Employees of State Governments employed interstate are included in the estimates of the State in which they are based.

## **Status in employment**

Employed persons classified by whether they were employees, employers, own account workers or contributing family workers.

## **Total earnings**

See **weekly total earnings**.

## **Total hourly rates of pay index excluding bonuses**

**Wage Price Index.** This index measures quarterly change in a weighted combination of ordinary time and overtime hourly rates of pay. See **Labour Price Index, Australia** (cat. no. 6345.0) for more information.

## **Trend series**

A smoothed seasonally adjusted series of estimates. See paragraphs 7-13 of the Explanatory Notes for more detail.

## **Underemployed workers**

Underemployed workers are employed persons who want, and are available for, more hours of work than they currently have. They comprise:

- persons employed part-time who want to work more hours and are available to start work with more hours, either in the reference week or in the four weeks subsequent to the survey
- persons employed full-time who worked part-time hours in the reference week for economic reasons (such as being stood down or insufficient work being available). It is assumed that these people wanted to work full-time in the reference week and would have been available to do so.

## **Underemployment rate**

The number of underemployed workers expressed as a percentage of the labour force.

## **Unemployed**

Persons aged 15 years and over who were not employed during the reference week, and

- had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and were available for work in the reference week, or
- were waiting to start a new job within four weeks from the end of the reference week and could have started in the reference week if the job had been available then.

## **Unemployed looking for first full-time job**

Unemployed persons looking for full-time work who had never worked full-time for two weeks or more.

## **Unemployed looking for first job**

Unemployed persons who had never worked for two weeks or more.

### **Unemployed looking for full-time work**

Unemployed persons who:

- actively looked for full-time work, or
- were waiting to start a new full-time job.

### **Unemployed looking for part-time work**

Unemployed persons who:

- actively looked for part-time work only, or
- were waiting to start a new part-time job.

### **Unemployment rate**

The number of unemployed persons expressed as a percentage of the labour force.

### **Unemployment to population ratio**

For any group, the number of unemployed persons expressed as a percentage of the civilian population aged 15 and over in the same group.

### **Usual hours worked**

The hours usually worked per week by an employed person.

### **Wage and salary earners**

See **employee**.

### **Weekly ordinary time earnings**

Weekly ordinary time earnings refers to one week's earnings of employees for the reference period attributable to award, standard or agreed hours of work, calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included are piecework payments and one week's portion of regular production and task bonuses and commissions. Excluded are overtime payments and payments not related to the reference period, e.g. bonus payments for earlier periods of work.

### **Weekly overtime earnings**

Weekly overtime earnings refers to payment for hours worked in the reference week in excess of award, standard or agreed hours of work, calculated before taxation and any other deductions (e.g. superannuation) have been made.

### **Weekly total earnings**

Weekly total earnings of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

### **Working days lost**

Refers to working days lost by employees directly and indirectly involved in the dispute.

### **Working days lost per thousand employees**

Calculated for a quarterly period by dividing the total number of working days lost in the period by the total number of employees in the Australian labour force in the period (obtained from the ABS Labour Force Survey) and multiplying by 1,000.

## **Abbreviations**

### **ABBREVIATIONS**

The following symbols and abbreviations are used in this publication:

ABS	Australian Bureau of Statistics
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCO	Australian Standard Classification of Occupations
ASGC	Australian Standard Geographical Classification
ATO	Australian Taxation Office
AWE	Average Weekly Earnings
EEH	Survey of Employee Earnings and Hours
ERP	estimated resident population
GDP	gross domestic product
ID	industrial disputes
ILO	International Labour Organization
JVS	Job Vacancies Survey
LFS	Labour Force Survey

LPI	Labour Price Index
MPHS	Multipurpose Household Survey
MPS	Monthly Population Survey
qtr	quarter
RSE	relative standard error
SEE	Survey of Employment and Earnings
WPI	Wage Price Index

## Data sources for tables (Appendix)

### APPENDIX 1 DATA SOURCES FOR TABLES

#### HOW TO FIND DATA SOURCES

All ABS statistics on the ABS website can be downloaded free of charge.

To find a labour market related publication, spreadsheet or datacube on the ABS website, go to <https://www.abs.gov.au> [Statistics - By Catalogue Number - 6. Labour Statistics and Prices]. All products can be accessed by catalogue number and subject e.g. to find the publication **Labour Force, Australia** (cat. no. 6202.0), look under '62. Labour force'. Select '6202.0 - Labour Force, Australia' and from the Summary tab select the Details tab.

No.	Table description	Data source	Notes
1.1	Labour force status: trend series	Labour Force, Australia (cat. no. 6202.0)	
1.2	Age by marital status	6202.0.55.001 spreadsheet table 1	
1.3	States and territories	6291.0.55.001 spreadsheet table 1	Excludes Capital city/balance of state
1.4	Educational attendance	Labour Force, Australia (cat. no. 6202.0)	
1.5	Country of birth	6291.0.55.001 spreadsheet table 2	More detailed Age
		6291.0.55.001 spreadsheet table 3a	Includes Sex, State, less detailed Country of birth
		6291.0.55.001 data cube LM4	Includes Sex, Age, State, less detailed Country of birth
		6291.0.55.001 data cube LM5	Includes Sex, State
		6291.0.55.001 data cube LM6	Includes Sex, State, less detailed Country of birth
		6291.0.55.001 data cube LM7	Includes Sex, State, less detailed Country of birth
	Year of arrival	6291.0.55.001 data cube LM4	Includes Sex, State, less detailed Country of birth
		6291.0.55.001 data cube LM7	Includes Sex, State, less detailed Country of birth
1.6	Relationship in household	6291.0.55.001 data cube FM1	Includes State
		6291.0.55.001 data cube FM2	Includes Age
		6291.0.55.001 data cube FM3	Includes Hours worked
		6291.0.55.001 data cube FM4	Unemployed persons only, includes Duration of unemployment
1.7	Families	6224.0.55.001 data cube FA2	
1.8	International comparisons	International Labour Organisation, LABORSTA database: <a href="http://laborsta.ilo.org">http://laborsta.ilo.org</a>	
2.1	Industry: trend	6291.0.55.003 spreadsheet table 4	Includes Employed full-time, Employed part-time
2.2	Industry: divisions and subdivisions	6291.0.55.003 spreadsheet table 6	
		6291.0.55.003 data cube E03	Includes Sex, State, Hours worked, less detailed Industry
		6291.0.55.003 data cube E05	Includes Sex, Age, Status in employment, Hours worked
		6291.0.55.003 data cube E06	Includes Sex, State, Status in employment, Hours worked, more detailed Industry
2.3	Occupation	6291.0.55.003 spreadsheet table 7	Less detailed Occupation
		6291.0.55.003 spreadsheet table 12	Includes Hours worked, less detailed Occupation
		6291.0.55.003 data cube E07	Includes Age, Hours worked, Status in employment
		6291.0.55.003 data cube E08	Includes State, Status in employment, more detailed Occupation
2.4	Industry and occupation by full-time/part-time status	6291.0.55.003 data cube E09	Includes State, Hours worked
2.5	Industry by status in employment	6291.0.55.003 data cube E04	Includes Sex, State, excludes Industry
		6291.0.55.003 data cube E05	Includes Sex, Age, more detailed Industry
		6291.0.55.003 data cube E06	Includes Sex, State, more detailed Industry
	Occupation by status in employment	6291.0.55.003 data cube E04	Includes Sex, State, excludes Occupation
		6291.0.55.003 data cube E07	Includes Sex, Age, more detailed Occupation
		6291.0.55.003 data cube E08	Includes Sex, State, more detailed Occupation
	Hours worked in all jobs by status in employment	6291.0.55.001 spreadsheet table 8	Excludes Hours worked, includes Sex, Employed full-time, Employed part-time
		6291.0.55.003 spreadsheet table 13	Includes Sex

	6291.0.55.003 data cube E04	Includes Sex, State
	6291.0.55.003 data cube E05	Includes Sex, Age, Industry
	6291.0.55.003 data cube E06	Includes Sex, State, Industry
	6291.0.55.003 data cube E07	Includes Sex, Age, Occupation
	6291.0.55.003 data cube E08	Includes Sex, State, Occupation
2.6	Average hours worked in all jobs by Industry	6291.0.55.003 spreadsheet table 11
	6291.0.55.003 data cube E03	Includes State
	6291.0.55.003 data cube E05	Includes Age, Status in employment, more detailed Industry
	6291.0.55.003 data cube E06	Includes State, Status in employment, more detailed Industry
	6291.0.55.003 data cube E09	Includes State, Occupation
	Average hours worked in all jobs by occupation	6291.0.55.003 spreadsheet table 12
	6291.0.55.003 data cube E07	Includes Age, Status in employment, more detailed Occupation
	6291.0.55.003 data cube E08	Includes State, Status in employment, more detailed Occupation
2.7	Actual hours worked in all jobs	6291.0.55.003 data cube E09
	6291.0.55.001 spreadsheet table 9	Includes State, Industry
	6291.0.55.003 spreadsheet table 11	Includes Industry
	6291.0.55.003 spreadsheet table 12	Includes Occupation
	6291.0.55.003 spreadsheet table 13	Includes Status in employment
	6291.0.55.001 data cube EM1	Includes Age, State
	6291.0.55.003 data cube E03	Includes State, Industry
	6291.0.55.003 data cube E04	Includes State, Status in employment
2.8	Actual hours worked in all jobs	6291.0.55.001 spreadsheet table 9
	6291.0.55.003 spreadsheet table 11	Includes Industry
	6291.0.55.003 spreadsheet table 12	Includes Occupation
	6291.0.55.003 spreadsheet table 13	Includes Status in employment
	6291.0.55.001 data cube EM1	Includes Age, State
	6291.0.55.003 data cube E03	Includes State, Industry
	6291.0.55.003 data cube E04	Includes State, Status in employment
	Usual hours worked in all jobs	6291.0.55.001 spreadsheet table 10
	6291.0.55.001 data cube EM3	Includes Age, State
	6291.0.55.001 data cube E10	Includes State, Industry
2.9	Full-time workers who worked less than 35 hours in all jobs	6291.0.55.001 data cube EM2
		Includes Age, State, Hours worked
2.10	Future employment expectations by job tenure	6291.0.55.003 data cube E02
		Excludes Future employment expectations, Includes Job tenure, State, Age
2.11	Public sector employees: state and territories	Employment and Earnings Public Sector, Australia, 2007-08 (cat. no. 6248.0.55.002)
2.12	Public sector employees: industry	Employment and Earnings Public Sector, Australia, 2007-08 (cat. no. 6248.0.55.002)
3.1	Unemployed persons: duration of unemployment by age	6291.0.55.001 data cube UM2
	6291.0.55.001 data cube UM3	Excludes Age, median Duration of unemployment
3.2	Long-term unemployed	6291.0.55.001 spreadsheet table 14B
	6291.0.55.001 data cube UM2	Excludes median Duration of unemployment
	6291.0.55.001 data cube UM3	Excludes trend data, includes State, more detailed Duration of unemployment
3.3	Unemployed persons: reason for unemployment by industry of last job	6291.0.55.003 data cube UQ1
	6291.0.55.003 data cube UQ1	Excludes trend data, includes State, Age
	Unemployed persons: reason for unemployment by occupation of last job	6291.0.55.003 data cube UQ1
		Excludes Industry of last job
		Excludes Industry of last job
		Excludes Occupation of last job
4.1	Underutilised labour: trend series	Labour Force Survey
		Data available on request
4.2	Underutilised labour: seasonally adjusted series	Labour Force Survey
		Data available on request
4.3	Underutilised labour by states and territories: trend	Labour Force Survey
		Data available on request
4.4	Underutilised labour by states and territories: seasonally adjusted	Labour Force Survey
		Data available on request
4.5	Underutilised labour by age: trend	Labour Force Survey
		Data available on request
4.6	Underemployed by industry and occupation	Labour Force Survey
		Data available on request
4.7	Persons not in the labour force	6291.0.55.001 data cube NM1
5.1	Labour price index	Labour Price Index, Australia (cat. no. 6345.0)
	Labour price index: trend data	6345.0 spreadsheet table 1
	Labour price index: Australia, states and territories	6345.0 spreadsheet table 2b
	Labour price index: private sector	6345.0 spreadsheet table 3b
	Labour price index: public sector	6345.0 spreadsheet table 4b
	Labour price index: industry	6345.0 spreadsheet table 5b
	Labour price index: occupation	6345.0 spreadsheet table 7b
5.2	Average weekly earnings	Average Weekly Earnings, Australia (cat. no. 6302.0)
	Average weekly earnings by sex	6302.0 spreadsheet table 1
	Average weekly earnings: private sector	6302.0 spreadsheet table 4
	Average weekly earnings: public sector	6302.0 spreadsheet table 7
		Includes Full-time adult total earnings
		Includes Full-time adult total earnings
		Includes Full-time adult total earnings

5.3	Compensation of employees	Australian National Accounts: National Income, Expenditure and Product (cat. no. 5206.0)
6.1	Industrial disputes: working days lost	Industrial Disputes, Australia (cat. no. 6321.0.55.001)
	Industrial disputes: working days lost by state	6321.0.55.001 spreadsheet table 3a
	Industrial disputes: working days lost by industry	6321.0.55.001 spreadsheet table 2a
6.2	Industrial disputes: working days lost per 1,000 employees	Industrial Disputes, Australia (cat. no. 6321.0.55.001)
	Industrial disputes: working days lost per 1,000 employees by state	6321.0.55.001 spreadsheet table 3b
	Industrial disputes: working days lost per 1,000 employees by industry	6321.0.55.001 spreadsheet table 2b
7.1	Job vacancies	Job Vacancies, Australia (cat. no. 6354.0)
	Job vacancies: Australia, states and territories	6354.0 spreadsheet table 1

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## List of Articles (Appendix)

### APPENDIX 2 LIST OF ARTICLES

#### April 2009

[Job flexibility of casual employees](#)

[Work and family balance](#)

[Spotlight: labour underutilisation](#)

#### January 2009

[Comparing unemployment and the claimant count](#)

[Jobless families](#)

[Retirement intentions](#)

[Spotlight on underutilisation](#)

#### October 2008

[Interstate commuters: An analysis of 2006 Census data](#)

[Measures of casual employment](#)

#### July 2008

[Quarterly labour force underutilisation rate](#)

[Technical report: Underenumeration in the Labour Force Survey: Findings of a Census data enhancement study](#)

[Spotlight: Employment type](#)

[Spotlight: Maternity leave](#)

[Spotlight: Underemployed workers](#)

[Spotlight: Volume measures of labour underutilisation](#)

#### January 2008

[Spotlight: First job starters](#)

[Technical report: Jurisdictional coverage of pay-setting arrangements](#)

#### October 2007

[Spotlight: Available labour of the unemployed](#)

[Technical report: Census and the Labour Force Survey](#)

#### July 2007

[Spotlight: Employment type](#)

#### April 2007

[Spotlight: Methods of setting pay](#)

[Spotlight: Updated volume measures of labour underutilisation](#)

#### **January 2007**

[Technical report: ABS measures of employee remuneration](#)

#### **October 2006**

[Changes in where people work over time](#)

#### **July 2006**

[Job search experience of unemployed people](#)

[Labour force transitions](#)

[Spotlight: Employment type](#)

#### **April 2006**

[Spotlight: Updated volume measures of labour underutilisation](#)

#### **January 2006**

[Labour outcomes of migrants](#)

[The relationship between GDP and employment](#)

[Spotlight: Long-term unemployment](#)

#### **October 2005**

[Job starters](#)

[Comparison of ABS measures of employee remuneration](#)

[Spotlight: Employment type](#)

[Technical report: Standard error models for the Labour Force Survey](#)

[Technical report: Proposals from the review of ABS working arrangements statistics](#)

#### **July 2005**

[Full-time and part-time participation in Australia: a cohort analysis](#)

[Population, participation and productivity: contributions to Australia's economic growth](#)

[Spotlight: Employee share schemes](#)

[Technical report: Changes to coding processes for industry and occupation in the Labour Force Survey](#)

#### **April 2005**

[People who work few hours](#)

[Health, disability, age and labour force participation](#)

[Spotlight: Methods of setting pay](#)

[Spotlight: Annual measures of labour underutilisation](#)

#### **January 2005**

[Labour force participation in Australia](#)

[Experimental estimates of the average age at withdrawal from the labour force](#)

[Spotlight: Employment in information and communication technology \(ICT\)](#)

[Spotlight: Labour Price Index](#)

[Technical report: Implementation of computer assisted interviewing in the Labour Force Survey](#)

#### **October 2004**

[Changes in types of employment](#)

[Mature age people and the labour force](#)

## **July 2004**

[Children living without an employed parent](#)

[Labour underutilisation](#)

[Spotlight: Industrial disputes](#)

[Technical report: Labour Force Survey regions](#)

## **April 2004**

[Job search experience: methods and barriers in finding jobs](#)

[Trade union membership](#)

[Spotlight: Occupation](#)

[Technical report: Improvements to Labour Force estimates](#)

## **January 2004**

[Employment in information and communication technology](#)

[Labour force participation: international comparison](#)

[Technical report: Changes to Labour Force Survey seasonal adjustment processes](#)

## **October 2003**

[Labour market transitions of teenagers](#)

[Spotlight: Country of birth](#)

[Spotlight: Multiple job holders](#)

[Technical report: New Labour Force Survey sample selections: analysis of the effort on estimates](#)

## **July 2003**

[Experimental volume measures of labour underutilisation](#)

[Unemployment and participation rates in Australia: a cohort analysis](#)

[Spotlight: Population, participation and productivity: contributions to Australia's economic growth](#)

[Technical report: Measures of weekly hours worked](#)

## **April 2003**

[Do job vacancies provide a leading indicator of employment growth?](#)

[Characteristics of underemployed workers](#)

[Spotlight: Parental leave](#)

[Spotlight: Methods of setting pay](#)

[Technical report: Labour Force Survey sample redesign](#)

**Note:** the following articles appeared in **Labour Force, Australia (cat. no. 6203.0)**.

## **February 2003**

[Seasonal reanalysis of monthly labour force estimates](#)

## **December 2002**

[Volatility of labour force estimates](#)

## **October 2002**

[Measures of labour underutilisation](#)

## **February 2002**

[Seasonal reanalysis of monthly labour force estimates](#)

## **October 2001**

[Full-time and part-time employment](#)

## **August 2001**

Experimental estimates: labour force characteristics of Indigenous Australians

#### June 2001

[Duration of unemployment: recent definitional changes](#)

#### February 2001

[Unemployment and supplementary measures of underutilised labour](#)

[Seasonal reanalysis of monthly labour force estimates](#)

#### May 2000

[Status in employment data changes: correction](#)

#### April 2000

[Using the unemployment rate series to illustrate the seasonal adjustment process](#)

#### February 2000

Seasonal reanalysis of monthly labour force estimates

#### December 1999

[Why are there differences between two seasonally adjusted measures of Australian total employment?](#)

#### November 1999

[Industry, occupation and status in employment data](#)

Labour force status and other characteristics of families

#### October 1999

[Labour force projections: 1999-2016](#)

#### April 1999

Introduction of updated standard error estimates

#### February 1999

[Revisions to monthly labour force estimates](#)

#### January 1999

[Concordance between the first and second editions](#) of the **Australian Standard Classification of Occupations (ASCO)** - revised

## Related publications (Appendix)

### APPENDIX 3 RELATED PUBLICATIONS

	cat. no.	Frequency	Reference period
Labour force supplementary surveys			
Career Experience	6254.0	Discontinued	Nov 2002
Child Care	4402.0	Irregular	Jun 2005 (Second reissue)
Child Employment	6211.0	Irregular	Jun 2006
Education & Work	6227.0	Annual	May 2008
Employee Earnings, Benefits & Trade Union Membership	6310.0	Annual	Aug 2008
Forms of Employment	6359.0	Annual	Nov 2008
Job Search Experience	6222.0	Annual	Jul 2008
Labour Force Experience	6206.0	Biennial	Feb 2007
Labour Force Status & Other Characteristics of Migrants	6250.0	Triennial	Nov 2007
Labour Mobility	6209.0	Biennial	Feb 2008
Locations of Work	6275.0	Irregular	Nov 2008
Multiple Jobholding(a)	6216.0	Discontinued	Aug 1997
Persons Not in the Labour Force	6220.0	Annual	Sep 2008
Retrenchment & Redundancy(b)	6266.0	Discontinued	Jul 2001
Underemployed Workers	6265.0	Annual	Sep 2008
Working Time Arrangements	6342.0	Triennial	Nov 2006
Multi purpose household surveys			
Barriers and Incentives to Labour Force Participation	6239.0	Biennial	Jul 2006 to Jun 2007
Retirement and Retirement Intentions(c)	6238.0	Biennial	Jul 2006 to Jun 2007
Work-Related Injuries(d)	6324.0	Irregular	2005-06
Sub-annual labour surveys			



	Average Weekly Earnings	6302.0	Quarterly	Feb 2009
	Industrial Disputes	6321.0.55.001	Quarterly	Mar 2009
	Job Vacancies	6354.0	Suspended	May 2008
	Labour Force	6202.0	Monthly	May 2009
	Labour Force, Australia: Labour Force Status and Other Characteristics of Families	6224.0.55.001	Suspended	Dec 2008
	Labour Price Index	6345.0	Quarterly	Mar 2009
	Wage & Salary Earners, Public Sector, Australia(e)	6248.0.55.001	Discontinued	Jun qtr 2007
Other labour surveys				
	Employment and Earnings, Public Sector, Australia	6248.0.55.002	Annual	2007-08
	Employee Earnings & Hours	6306.0	Biennial	Aug 2008
	Employer Training Expenditure & Practices	6362.0	Irregular	2001-02
	Employment Arrangements, Retirement & Superannuation, Australia	6361.0	Irregular	Apr to Jul 2007 (reissue)
	Labour Costs	6348.0.55.001	Irregular	2002-03
	Labour Force Characteristics of Aboriginal and Torres Strait Islander Australians, Estimates from the Labour Force Survey	6287.0	Annual	2007
Confidentialised Unit Record Files (CURFs)				
	Australians' Employment and Unemployment Patterns, CURF, 1994-1997	6286.0.30.001	Discontinued	1994 to 1997
	Australians' Employment and Unemployment Patterns, 1994-1997: Expanded CURF	6286.0.55.001	Irregular	1994 to 1997
	Australians' Employment and Unemployment Patterns: Expanded CURF, Technical Paper	6286.0.55.002	Irregular	1994 to 1997
	Child Care, Australia, Expanded CURF	4402.0.55.001	Irregular	Jun 2008
	Child Care, Australia, Expanded CURF, Technical Manual	4402.0.55.002	Irregular	Jun 2008
	Employee Earnings and Hours, Australia, Expanded CURF, Technical Manual	6306.0.55.002	Irregular	May 2006
	Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership, Australia: Basic CURF	6202.0.30.001	Biennial	Aug 2008
	Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership, Australia - Basic CURF, Technical Paper	6202.0.30.002	Biennial	Aug 2008
	Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership, Australia: Expanded CURF	6202.0.30.003	Biennial	Aug 2006
	Labour Force Survey and Labour Mobility, Australia: Basic and Expanded CURF	6202.0.30.004	Irregular	Feb 2008
	Labour Force Survey and Labour Mobility, Australia: Basic and Expanded CURF, Technical Manual	6202.0.30.005	Irregular	Feb 2006
	Microdata: Employment Arrangements, Retirement and Superannuation, Expanded CURF, Australia	6361.0.55.001	Irregular	Apr to Jul 2007
	Employee Earnings and Hours, Expanded CURF, Australia	6306.0.55.001	Irregular	May 2006
	Survey of Education and Training, Australia, Basic CURF, Technical Manual	6278.0.55.001	Irregular	2005
	Survey of Education and Training, Australia, Basic CURF	6278.0.55.002	Irregular	2005
	Survey of Education and Training, Australia, Expanded CURF, Technical Manual	6278.0.55.003	Irregular	2005
	Survey of Education and Training, Australia, Expanded CURF	6278.0.55.004	Irregular	2005
	Survey of Income and Housing - Basic and Expanded CURFs, Technical Paper	6541.0	Irregular	2005-06 (Second edition)
Title		cat. no.	Frequency	Latest issue
Information papers and other reference material				
	ABS Labour Market Statistics	6106.0.55.001	Irregular	2003
	Australian System of National Accounts: Concepts, Sources & Methods	5216.0	Irregular	2000
	Changes to ABS Measures of Employee Remuneration	6313.0	Irregular	2006
	Changes to Labour Force Survey Products	6297.0	Irregular	2003
	Estimating Average Annual Hours Worked	1352.0.55.077	Irregular	Jun 2006
	Forthcoming Changes to Labour Force Statistics	6292.0	Irregular	2007
	Improvements to Family Estimates from the Labour Force Survey	6224.0.55.002	Irregular	2008
	Labour Force Survey Sample Design	6269.0	Irregular	Nov 2007 (Second edition)
	Labour Force Survey Standard Errors	6298.0	Irregular	2005
	Labour Force Survey Standard Errors, Data Cube	6298.0.55.001	Irregular	May 2009
	Labour Price Index: Concepts, Sources & Methods	6351.0.55.001	Irregular	2004
	Labour Statistics: Concepts, Sources & Methods	6102.0.55.001	Irregular	Apr 2007
	Labour Statistics News	6106.0	Biennial	Feb 2009
	Questionnaires Used in the Labour Force Survey	6232.0	Irregular	2004
Other publications				
	Australian Economic Indicators	1350.0	Monthly	Jul 2009
	Australian National Accounts: National Income, Expenditure & Product	5206.0	Quarterly	Mar 2009
	Australian Social Trends	4102.0	Quarterly	Jun 2009
	Australian System of National Accounts	5204.0	Annual	2007-08
	Australians' Employment & Unemployment Patterns: First Results	6286.0	Discontinued	1994 to 1997
	Business Indicators	5676.0	Quarterly	Mar 2008
	Census of Population & Housing: Selected Education & Labour Force Characteristics	2017.0	Five yearly	2001
	Education & Training Indicators	4230.0	Irregular	2002 (Reissue)
	General Social Survey: Summary Results, Australia	4159.0	Irregular	2006
	Government Benefits, Taxes & Household Income	6537.0	Irregular	2003-04
	Household Income & Income Distribution	6523.0	Biennial	2007-08
	Measures of Australia's Progress	1370.0	Biennial	2006 (Reissue)
	Regional Wage & Salary Earners - Electronic Publication	5673.0.55.001	Irregular	2003-04
	Superannuation: Coverage & Financial Characteristics	6360.0	Irregular	Jun 2000
	Voluntary Work	4441.0	Irregular	2006

(a) Latest data available on request for July 2001.

(b) Related data available from Labour Mobility.

(c) Previously conducted as a labour force supplementary survey until 1997, data now collected as part of the Multi Purpose Household Survey.

(d) Previously conducted as a labour force supplementary survey in 2000, data now collected as part of the Multi Purpose Household Survey.

(e) The quarterly survey of Employment and Earnings - Public Sector is being replaced with an annual survey, commencing with the 2007-08 reference year. As a result, the June quarter 2007 was the final issue of Wage and Salary Earners, Public Sector, Australia (cat. no. 6248.0.55.001). Data from the 2007-08 survey are expected to be released in January 2009.

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